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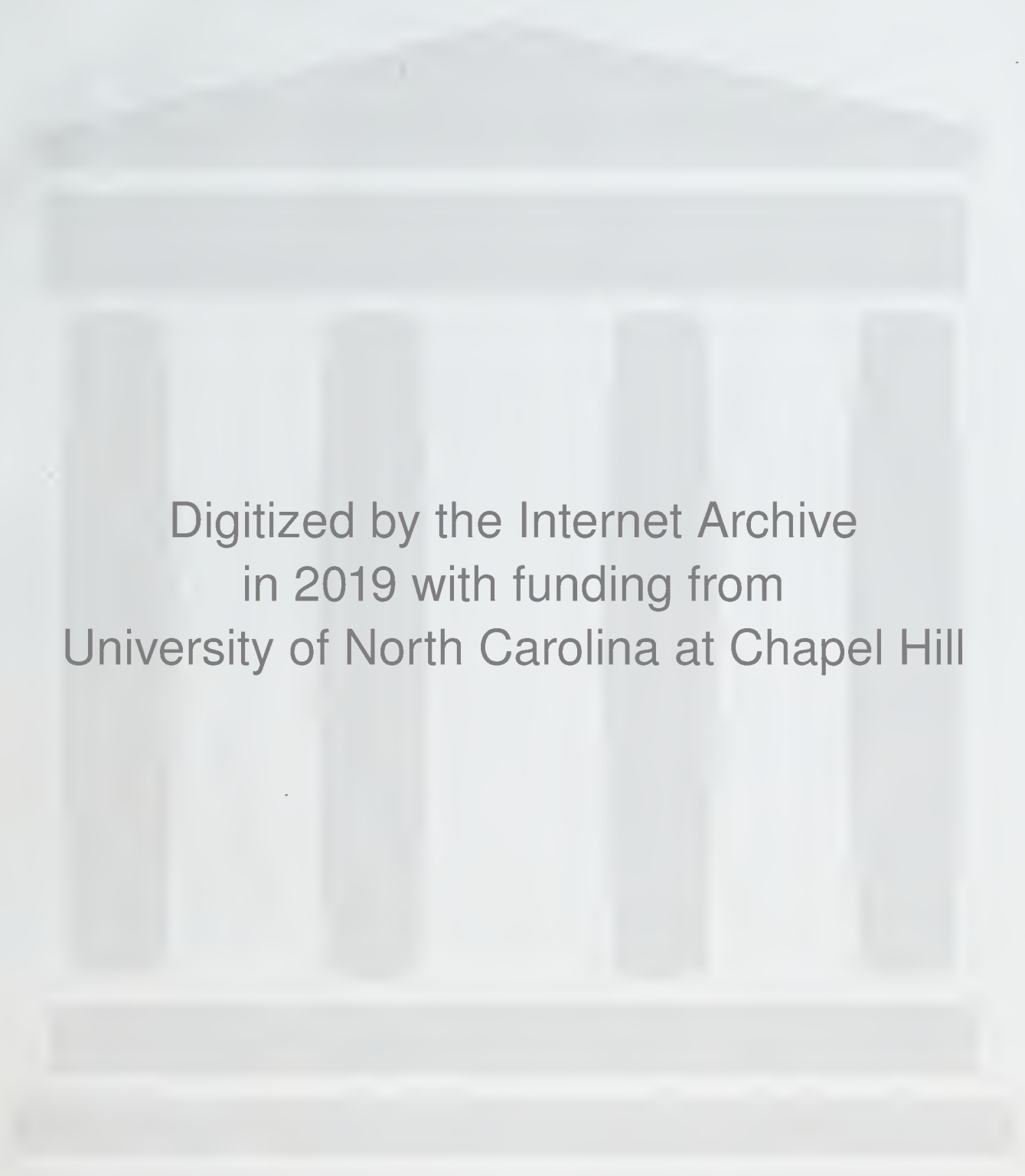
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# NORTH CAROLINA

# LABOR *and* INDUSTRY

Monthly Bulletin of the DEPARTMENT OF LABOR, FORREST H. SHUFORD, Commissioner

Vol. IX

RALEIGH, N. C., JANUARY, 1942

No. 1

## EMPLOYEES RECEIVE \$590,991 IN BACK WAGES DURING 1941

Enforcement of the Federal Wage and Hour Law in North Carolina during 1941 resulted in the payment of \$590,991.81 in back wages to Tar Heel wage earners.

This was pointed out recently by Commissioner Shuford, who said that the wage restitutions were made by 1,082 employers to 24,591 employees during the year.

The sums paid, and agreements for further restitutions, cover back wages legally earned, but not paid, under the minimum wage and overtime provisions of the law. These provisions require a wage of at least 30 cents an hour and time and one-half the employee's regular rate of pay for work beyond 40 hours each workweek in all industries engaged in commerce or in the production of goods for commerce.

Of the total amount paid during the year, \$183,768.28 was paid voluntarily by employers who learned that their employees had received rates of pay less than those prescribed by the law; and \$407,223.53 was paid as a result of inspections which revealed violations of the law.

Enforcement of the Fair Labor Standards Act in North Carolina is carried on by the State Department of Labor under a cooperative agreement between the Department and the Wage and Hour Division, United States Department of Labor.

Commissioner Shuford declared that great gains were made in compliance with the law during the year. He said that both employers and employees are becoming more aware that the law constitutes a high type of social legislation which is designed to benefit all economic groups.

## OVERTIME PROVISION STIMULATES TRAINING OF NEW WORKERS

Application of the Federal Wage and Hour Law's 40-hour week provision in North Carolina industries during 1941 proved an incentive to employers to train new workers because of the overtime compensation requirement.

Commissioner Shuford estimates that several thousand new workers have been trained during the past year. These employees, he says, will be of great value in insuring full production for America's war effort.

"Had it not been for the 40-hour week, our State might not now be equipped with several thousand much-needed workers who, as a result of their recent training, are already manning the factories which are filling war orders," the Commissioner says.

Many employers chose to train new employees rather than pay overtime

(Continued on Page 3)

## DEFENSE CONTRACTS IN NORTH CAROLINA

North Carolina has received defense contracts for \$225,412,712 worth of goods for the Nation's armed forces since June, 1940. A steady increase in the amount and speed of output in the State's factories brought the total number of defense contracts North Carolina has received up to 285 in December, 1941, according to a summary of statistical tables from the Manufacturer's Record.

Because of this all out production, Uncle Sam's armed men are now wearing North Carolina socks, underwear, shirts, working suits and uniforms; are sleeping on the soft mattresses, pillow cases and sheets of North Carolina manufacturers; are using millions of North Carolina handkerchiefs, towels, and wash cloths; and are being kept warm by nearly as many heavy North Carolina blankets. Millions of yards of khaki cloth, denim, twill and serge and many other types of uniform materials are being produced for making clothing for the Army, Navy and air forces. Defense orders for shoe laces, cotton cord and twine, cotton waste and surgical dressings, as well as, fabrics for tents, airplanes and upholstery are being filled daily. Trucks, trailers, steel hangars, merchant ships, cargo carriers, winches, dinghies boats, rescue boats, tractors and railroad cars are also being furnished by North Carolina establishments.

During the 17-months period from June, 1940, to December, 1941, a total of 162 contracts for manufacturing of cotton goods amounting to \$25,542,455 were given to North Carolina industries. During 1941 along 117 defense contracts valued at \$19,812,071 were issued to North Carolina manufacturers of cotton goods products, a summary of the monthly reports of the Manufacturer's Record shows.

North Carolina blanket manufacturers received 24 contracts for woolen blankets, valued at \$13,101,262. One blanket manufacturer alone has received at least four defense contracts for blankets valued at \$6,108,700.

Fifty-three contracts for cotton socks, valued at \$3,393,449 have been issued to North Carolina knitters, and a total of \$367,845 worth of cotton handkerchiefs have been produced in this State for the armed forces.

A total of 62 contracts valued at \$11,000,000 have been issued to North Carolina manufacturers for making materials for uniforms and other clothing for the men in service.

Besides these many contracts, construction companies have built warehouses, store rooms, barracks, and many other buildings under government contracts. Many millions of feet of lumber have been cut from North Carolina's forests and finished in North Carolina's lumber mills. Pipe lines, pumping equipment and many other types of construction equipment have

(Continued on Page 4)

## LITTLE MAN'S WAR

Senator Wagner, co-author of the National Labor Relations and Social Security Acts, said recently that any move to crack down on the working man would be fatal to America's war effort.

"Too much emphasis has been placed on the sacrifices that labor must make in the war effort," he declared. "Never forget that the war effort calls for equally as much from the bank, the business man and the farmer. This nation must never forget what it is fighting for, a better break for the little fellow, a chance for his sons and daughters to live a better life."

## WARNING TO ELEVATOR USERS

"Due to the National Defense Program's consumption of materials necessary for new elevators and repairs, it will be difficult and in some instances impossible to get such material," State elevator inspector Pryor E. Sugg warns North Carolina's many elevator users. "As a result of this shortage in materials, many substitutes will be used in order to keep elevator equipment repaired and in operating condition," Sugg said.

"We are aware of the fact that an elevator is dangerous. Since we may not be able to get repair parts later on, and since many elevators are subjected to excessive abuse because of the speed demanded by manufacturing establishments throughout the State, it is very important that elevators be inspected more often by competent elevator mechanics, who can by proper inspection and attention prolong the life of the elevator equipment. This will help to lower the number of persons injured in elevators," Sugg said.

THE CONCILIATION SERVICE reports that during the six-months period from July to December, 1941, investigations were made in 90 situations which arose in North Carolina industries. A total of 34,766 employees were involved in these situations. Out of these disputes 20 strikes occurred in which 5,761 employees were involved. During the month of December no strikes occurred, Conciliator Frank Crane said.

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MINNIE S. GOSNEY, Editor

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### WARTIME REGULATION IN AMERICA

The prospect of a long and terrible war brings America face to face with the issue of democratic rule versus autocratic rule.

We know what enemies we have at present. We know the amount of effort of which they are capable. The size of our present armament program indicates that we are going to make a military effort greater than that of all our enemies combined.

We do not know what other enemies we may have to deal with in the future. We do not know what situation will confront us after our armies and navies have smashed the land, sea and air forces of Germany and Japan.

We must certainly not make the mistake of placing our trust in the future benign intentions of a certain totalitarian state which has been forced by events to become our ally.

Preparing for this war and fighting it will entail not only the disruption of our normal way of life but also, to a very great extent, the transformation of our economic processes.

The longer the war lasts, the more costly it becomes in men and money, the greater will be the consequent centralization of control over every phase of American life. Inadequate boards and bureaus will tend more and more to be transformed into, or replaced by, authoritarian directives.

This is a situation which a people accustomed to a high degree of personal freedom will not enjoy. Yet there is no question that we will surrender local powers and prerogatives in the interest of efficiency. Necessity, not our desires or preferences, is going to dictate the establishment of centralized controls.

Once established, centralized authority has a habit of remaining established. After we have achieved military victory, the threat of economic chaos will require that we retain the price and wage controls which this war is bound to bring, along with a variety of other controls the exact nature of which we are unable to visualize at present.

We believe that the innate love of freedom of the American people will prevent this unavoidable centralization of control from becoming a permanent factor in the political and social life of the nation. We believe that the American people are of a breed which will refuse to be stampeded into acquiescence as have the peoples with whose governments we are at war.

In writing of unavoidable social controls we are thinking of the pressure

## Employment and Payrolls for North Carolina

Prepared by Statistical Division

Due to the new arrangement between the North Carolina Department of Labor and the Bureau of Labor Statistics, we have been able to increase the coverage of the statistical sample for North Carolina Employment and Payroll.

Your cooperation in supplying current information each month is earnestly desired and will be much appreciated. If your name is not on our mailing list, we shall be glad to add it in order that we might receive your employment data.

### Employment, Payrolls, and Earnings In All Manufacturing and Non-Manufacturing Industries

NOVEMBER-DECEMBER, 1941

INDUSTRIES	No. Firms Reporting	EMPLOYMENT		PAYROLLS		AVERAGE WEEKLY EARNINGS		AVERAGE HOURS PER WEEK PER MAN		AVERAGE HOURLY EARNINGS	
		Number Dec., 1941	% Change Over Month	Amount Dec., 1941	% Change Over Month	Amount Dec., 1941	% Change Over Month	Amount Dec., 1941	% Change Over Month	Am't Cts. Dec., 1941	% Change Over Month
<b>Manufacturing Total</b> .....	726	201,744	+ 1.1	\$3,924,455	+ .6	\$19.45	— .9	38.3	— .7	50.8	† .....
Brick, Tile, Terra Cotta.....	12	989	— 1.6	10,018	—35.9	15.32	— .9	40.8	— .2	37.5	— .5
Cotton Goods.....	234	106,597	— .1	1,994,461	+ 1.1	18.71	+ 1.2	38.7	+ 1.5	48.2	— .4
Cottonseed—Oil.....	11	579	— 8.0	8,630	—14.5	14.90	— 7.0	44.8	— 8.3	33.2	+1.5
Dyeing and Finishing.....	19	5,321	— .2	105,945	+ 3.4	19.96	+ 4.0	40.2	+ 4.1	49.5	— .6
Fertilizer.....	36	1,450	+ 4.3	21,233	+15.1	14.64	+10.3	36.9	+ 2.5	39.6	+7.6
Furniture.....	42	11,268	— 1.2	225,518	— .2	20.01	+ 1.0	41.1	— .2	48.2	+1.0
Hosiery—Full Fashioned.....	54	18,105	+19.6	358,207	+ 2.0	19.78	—14.6	32.0	+ 1.9	61.6	+ .3
Hosiery—Seamless.....	76	14,761	+ 1.0	252,446	— .6	17.10	— 1.6	36.7	— 1.0	44.2	—6.3
Lumber (Including Planing Mills).....	32	5,228	— .7	93,877	+ 2.3	17.95	+ 3.1	41.4	+ .7	43.4	+2.6
Paper Boxes (Corrugated Folded, Set-up).....	12	716	— 8.6	9,220	—33.3	12.87	—26.9	39.7	— 3.8	46.0	† .....
Pulp Mills.....	5	3,279	— 3.9	112,191	— 6.1	34.21	— 2.2	42.5	— 3.4	80.4	+1.1
Printing and Publishing.....	21	576	+ .3	16,511	+ 6.7	28.66	+ 6.4	36.2	+ 5.5	79.1	+1.0
Rayon.....	14	5,791	+ .8	123,252	+ 2.6	21.28	+ 1.8	42.0	+ 1.6	50.5	† .....
Tobacco Products (Snuff, Cigarettes, and Chewing Tobacco).....	8	10,264	— .9	263,825	— 1.0	25.70	† .....	38.8	— 1.0	66.2	+ .1
Other Industries.....	150	16,820	— 5.2	329,121	+ 1.9	19.56	+ 7.5	38.0	+ .7	50.4	+1.8
<b>Non-Manufacturing Total</b> .....	647	11,603	+ 2.9	\$ 206,273	+ .4	\$17.77	— 2.3	42.0	— 1.1	42.6	+ .4
Retail.....	370	5,656	+ 9.2	85,977	+ 1.5	15.20	— 7.0	39.3	— 5.0	40.1	— .4
Wholesale.....	121	1,651	+ 1.1	48,483	+ .3	29.36	— .8	43.5	+ 1.1	71.7	—1.2
Laundries, Dyeing and Cleaning.....	17	773	— 1.5	9,485	+ 2.6	12.28	+ 4.2	45.4	+ 3.4	26.9	— .7
Mines and Quarries.....	21	691	— 2.8	11,123	+ 3.9	16.09	+ 6.9	40.1	+ 5.8	40.0	+1.0
Public Utilities.....	42	634	+ 2.7	13,816	+ 6.1	21.79	+ 3.3	42.7	+ 9.7	63.9	+ .4
Hotels.....	21	1,178	—10.9	12,111	— 7.6	10.28	+ 2.8	50.9	+ 3.6	20.9	+4.5
Insurance and Brokerage.....	36	357	— 1.1	13,255	— 3.0	37.12	— 2.0	No hours reported			
Other Lines of Trade.....	19	663	— 1.9	12,013	— 4.0	18.11	— 2.2	37.4	—21.2	35.4	—1.6
<b>Total—All Manufacturing and Non-Manufacturing</b> .....	1,373	213,347	+ 1.2	\$4,130,728	+ .6	\$19.36	— .5	39.0	+ .7	50.5	+ .1

† No change. \* Insufficient data at time of release.

of events, not the efforts of individuals. A few individuals are always present in any society who are ready to grasp at the chance to establish themselves in positions of autocratic power. These individuals, we believe, form an insignificant part of American political life at present.

But events may force the institution of more stringent social controls. During the war and after the war we must keep ceaseless watch over the social controls which grow up within our system.

The difference between social control under fascism and social control in a democracy at war is simply the difference in the way the controls are exercised. The factor of personal authority is the same under both systems. It is true that in a democracy personal authority is responsible to the people. This is true only so long as the people have the means to remove authorities whom they find objectionable. It is perhaps equally true that the exercise of dictatorship is possible only so long as a substantial majority of its subjects accord it at least a passive sort of approval.

Eternal vigilance—in more ways than one—is the price of liberty.

### SOUTH RIDES THE CREST OF INDUSTRIAL WAVE

(From The Raleigh Times)

It has sometimes been remarked that there is some good in everyone—that even the Devil himself has a few good points in his makeup. If that is so, perhaps war, with all its horrors and hardships, has a brighter side. If we will play the part of Pollyanna and look for it.

At any rate, the war seems to be adding greatly to the South's industrial development. Under the stress of the emergency, the South has opened its eyes to many untapped resources and is playing a mammoth part in producing the goods necessary for a victorious battle. During the past several years the South has certainly left the status of "Economic Problem No. 1." It has made more industrial strides than any other section in the Nation.

Perhaps, after the war ends, the South will continue its industrial growth in the manufacture of domestic products. We see no reason why it should not do this. It has the climate, the resources and the men necessary to make it a great industrial region.

(Continued on Page 3)



## INSPECTORS REPORT ON TEXTILE INSPECTION CAMPAIGN

Of 173 textile manufacturing plants inspected between Nov. 1, 1941, and Jan. 15, 1942, a total of 51 establishments were found in serious violation of the Wage and Hour Law.

Eleven plants were failing to comply with the minimum wage provisions of the Fair Labor Standards Act and 29 were violating the overtime compensation requirements. Eleven miscellaneous violations were uncovered, including two violations of the child labor provisions. A total of 124 plants were found in violation of the record-keeping requirements, but approximately half of these did not constitute serious violations.

The establishments inspected so far in the industry-wide inspection campaign employ some 66,000 workers who are entitled to the benefits of the Fair Labor Standards Act. About 500 plants employing approximately 150,000 employees covered by the Act are slated to be inspected in the course of the drive for compliance.

Commissioner Shuford pointed out recently that the average wage paid in North Carolina textile establishments is considerably higher than the minimum wage rate of 37 and 1-2 cents required by the Wage and Hour Law.

Inspections in the textile industry are being conducted by inspectors of the State Department of Labor through a cooperative agreement between the department and the Wage and Hour Division, United States Department of Labor, under which the State Department of Labor acts as the enforcement agency of the Wage and Hour Law in North Carolina.

## TAR HEELS SERVE ON INDUSTRY COMMITTEES

Five prominent North Carolinians were appointed during January to serve on committees for the recommendation of new minimum wage rates in the textile industry and the gloves and mittens industry.

Appointed to the textile industry committee were Harry D. Wolfe of Chapel Hill; to represent the public; Roy Lawrence of Charlotte as the employee's representative; and Charles A. Cannon of Kannapolis to represent the employers.

Under the chairmanship of Alexander Hamilton Frey, professor of law at the University of Pennsylvania, this committee now has 24 members, an enlargement of the committee of 21 which recommended the present minimum rate of 37 and 1-2 cents an hour.

For the gloves and mittens industry committee, Dean Robert H. Wettach of the University of North Carolina Law School was named to serve on the group representing the public; and A. L. Shuford, of the Warlong Glove Manufacturing Company at Conover, was appointed to represent the employers.

Under the Fair Labor Standards Act these committees are instructed to investigate economic and competitive conditions in the industries and to recommend the highest minimum wage up to 40 cents an hour which will not substantially curtail employment.

The appointments were made by Thomas Holland, interim Administrator of the Wage and Hour Division.

## WOMEN IN INDUSTRY

Women are needed in all industries today to take the place of drafted men. Whether or not women can capably fill these places yet remains to be seen.

A recent experiment in one of North Carolina's largest furniture factories is making it possible for women to take the place of enlisted men and establish a new place in industry for themselves.

Shortage of labor, due to the drafting of a great number of men workers, caused one of the State's furniture manufacturers to employ a crew of 12 women for work in the upholstering department of the factory. Last September the women were placed under an experienced upholsterer for special training. The work seemed to get off to a slow start, but now, after three months' trial, it appears that the women are as fast as men.

The experiment has proved satisfactory enough that additional women have been employed for the work and plant officials express the belief that all shortages of workers in the upholstery industry caused by the drafting of men employees can be taken care of by training women for the vacancies.

### Overtime Provision Stimulates Training of New Workers

(Continued from Page 1)

wages to employees already working. This does not defeat the purpose of the overtime provision, since the idea behind this requirement is to distribute work among more persons and to decrease unemployment, as well as to provide extra compensation for overtime work.

During the past year \$100,000,000 or more has been paid in higher wages to employees throughout the United States who are covered by the minimum wage and overtime requirements of the Wage and Hour Law. Restitution of back wages accounted for other millions of dollars received by wage-earners as a result of the enforcement of the law.

"These millions should not be regarded simply as more money in the pockets of individual employees," says the Commissioner. "This money went to persons having relatively low incomes, and from them it was quickly turned back into the flow of commerce, into the purchase of food, clothing, and a few simple luxuries."

### SOUTH RIDES THE CREST OF INDUSTRIAL WAVE

(Continued from Page 2)

And speaking of men, the South has been happy in avoiding the defense strike wave which has disgraced other parts of the country. Here in North Carolina, for instance, the past year has gone by with only a handful of strikes and no tie-ups of a serious nature.

Part of the credit for this must go to former Governor Hoey and present Governor Broughton who let it be known that the State would tolerate no sit-down strikes or unjustified defense strikes. Part of the credit must be given to the North Carolina Labor Department which has handled budding labor disputes with such fairness and tact as to please both labor and capital and avert work stoppages.

But the major share of the credit should go to North Carolina workmen who really want to work and mind their own business—and to Tar Heel employers who give their labor the square deal it deserves!

## THE Veterans' Service Division

FRANK M. SASSER, Service Officer

December, 1941

Letters written .....	395
Folders reviewed .....	250
Examinations .....	20
Personal interviews .....	90
Hospitalization .....	30
Appearances before Rating Board.....	92
New cases .....	60
Old cases .....	300
Total cases .....	391
Compensation .....	37
Increased compensation .....	\$ 819.16
Back compensation .....	2,257.33

## DIVISION OF STANDARDS AND INSPECTIONS

Routine inspections of 98 North Carolina establishments were made during December, the Division of Standards and Inspections reported. A total of 2,242 employees were employed in these establishments.

State Labor Inspectors visited 33 establishments to make compliance of follow-up visits, 19 conferences were held.

A total of 773 violations of the provisions of the State Labor Laws and rules and regulations were reported as follows:

Hour law .....	49
Time records .....	38
Child labor .....	347
Sanitation .....	83
Seats .....	2
Drinking water facilities .....	10
Safety code violations .....	91
Miscellaneous .....	153

Complaints about alleged violations of the State Labor Laws were investigated at seven establishments. One complaint regarding insanitary toilet facilities in a furniture factory was investigated and the check-up revealed that an attempt is being made to secure sewer connection.

A complaint alleging violations of the maximum hour law for female employees was investigated. This investigation revealed slight violations occurred due to misunderstanding of the law. The manager promised strict compliance in the future.

A food establishment was investigated due to a complaint alleging a former employee worked excessive hours. The investigation revealed the employee was a supervisory employee and had the authority to designate work to the other employees; also that she was not required to work more than eight hours per day.

Investigation of a shop employing salesladies excessive hours revealed that women had been working at night taking monthly inventory. The management was instructed as to compliance with the law.

An investigation failed to verify the complaint alleging deductions were being made from employees' wages in a cafe. No violation of the State Labor Law was revealed.

A complaint alleging violations of the State Child Labor Law was investigated and showed that four minors were working, but with employment certificates and in compliance with the law. No violations were found.



# December Building Permits

Prepared by Statistical Division

## DECREASE IN BUILDING CONTINUES

Building construction in the 21 largest North Carolina cities during December, just as in November, showed a decrease in number of permits and estimated cost of construction as compared with the preceding month and the same period last year. The number of permits issued in December was 4.4 per cent below that of December, 1940, while the estimated cost of construction dropped 17.3 per cent. In comparison with last month 22.6 per cent fewer permits were issued with a drop of 7.4 per cent in estimated cost.

A total of 447 permits were granted for new structures and alterations estimated to cost \$1,090,899. Of this amount \$544,929 was for residential buildings, \$379,365 for non-residential buildings, and \$166,605 for additions, alterations, and repairs. The largest single item was for one-family dwellings, permits being issued for 151 such structures which are to cost \$465,154. The second largest sum, \$196,150 will be spent on 15 stores and mercantile buildings. Permits were issued for four gasoline and service stations to cost \$26,700. Construction of new service stations has

## TOWNS SPEND \$205,505

Twenty-four North Carolina towns of less than 10,000 population issued building permits for new buildings and alterations estimated to cost \$205,505 during December. Of the estimated cost \$102,800 was for residential building, \$89,560 for non-residential building, and \$13,145 for additions, alterations, and repairs.

Lumberton led with a cost of \$45,100. Lincolnton and Graham were second and third, respectively.

Towns reporting included Asheville, Burlington, Cherryville, Graham, Edenton, Forest City, Hamlet, Henderson, Lenoir, Lexington, Lincolnton, Lumberton, Mooresville, Morehead City, Morganton, Mount Airy, Reidsville, Roanoke Rapids, Rockingham, Sanford, Southern Pines, Spencer, Washington, and Williamston.

since been banned by the Office of Production Management. However, the order permits the completion of such buildings now under construction provided they can be finished within 60 days.

Fayetteville led the cities in construction with an estimated cost of \$174,623. Charlotte was second and Raleigh third.

## TYPE OF DECEMBER BUILDING CONSTRUCTION IN 21 CITIES REPORTING

TYPE OF BUILDING	Buildings for Which Permits Were Issued	
	No.	Cost
<b>Residential Buildings:</b>		
One-family dwellings .....	151	\$465,154
Two-family dwellings .....	4	11,775
Multi-family (three or more families) dwellings .....	3	33,000
Non-housekeeping dwellings ....	1	35,000
<b>Total new residential buildings .....</b>	<b>159</b>	<b>\$544,929</b>
<b>Non-Residential Buildings:</b>		
Churches .....	5	\$ 64,000
Factories, bakeries, ice plants, laundries, and other work-shops .....	4	8,350
Garages, public .....	4	11,500
Garages, private (when separate from dwelling) .....	21	4,385
Gasoline and service stations....	4	26,700
Public buildings (city, county, State) .....	1	7,000
Public works and utilities.....	1	50,000
Sheds, poultry houses, contractors' temporary offices, etc. ....	8	11,280
Stores and other mercantile buildings .....	15	196,150
<b>Total new non-residential buildings .....</b>	<b>63</b>	<b>\$379,365</b>
<b>Additions, Alterations and Repairs:</b>		
On Residential Buildings:		
Housekeeping dwellings .....	162	\$ 43,384
Non-housekeeping dwellings .....	17	11,825
On non-residential buildings ....	46	111,396
<b>Total additions, alterations, and repairs .....</b>	<b>225</b>	<b>\$166,605</b>

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 21 IDENTICAL CITIES DECEMBER, 1940, AND DECEMBER, 1941

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	Dec. 1940	Dec. 1941	Percentage Change	Dec. 1940	Dec. 1941	Percentage Change
Total.....	468	447	- 4.4	\$1,319,474	\$1,090,899	-17.3
Residential buildings.....	216	159	-26.3	732,916	544,929	-25.6
Non-residential buildings.....	68	63	- 7.3	481,092	379,365	-21.1
Additions, alterations, and repairs.....	184	225	+22.2	105,466	166,605	+57.9

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 21 IDENTICAL CITIES, NOVEMBER, 1941, AND DECEMBER, 1941

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	Nov. 1941	Dec. 1941	Percentage Change	Nov. 1941	Dec. 1941	Percentage Change
Total.....	578	447	-22.6	\$1,179,333	\$1,090,899	- 7.4
Residential buildings.....	227	159	-29.9	674,158	544,929	-19.1
Non-residential buildings.....	94	63	-32.9	346,074	379,365	+ 9.6
Additions, alterations, and repairs.....	257	225	-12.4	159,101	166,605	+ 4.7

## SUMMARY OF DECEMBER, 1941, BUILDING CONSTRUCTION WORK IN 21 PRINCIPAL CITIES OF NORTH CAROLINA

Totals of December, 1940, Included for Comparison

CITY	No. of Buildings	Private Construction*	NEW RESIDENTIAL BUILDINGS				NEW NON-RESIDENTIAL BUILDINGS		ADDITIONS, ALTERATIONS AND REPAIRS		ESTIMATED COST OF ALL CONSTRUCTION WORK	
			ESTIMATED COST		FAMILIES PROVIDED FOR							
			Dec. 1940	Dec. 1941	Dec. 1940	Dec. 1941	Dec. 1940	Dec. 1941	Dec. 1940	Dec. 1941	Dec. 1940	Dec. 1941
Total.....	159	\$544,929	\$732,916	\$544,929	243	178	\$481,092	\$379,365	\$105,466	\$166,605	\$1,319,474	\$1,090,899
Asheville.....	3	27,000	35,500	27,000	8	3	16,185	12,350	778	2,352	52,463	41,702
Charlotte.....	19	75,825	215,830	75,825	67	20	76,800	30,850	15,464	53,180	308,094	159,855
Concord.....	11	14,570	6,000	14,570	7	11	.....	14,000	3,262	1,798	9,262	30,368
Durham.....	8	41,140	75,275	41,140	22	9	6,500	9,700	17,560	9,775	99,335	60,615
Elizabeth City.....	1	500	8,100	500	5	1	.....	.....	550	.....	8,650	500
Fayetteville.....	49	125,200	51,250	125,200	18	49	16,300	46,250	3,910	3,173	71,460	174,623
Gastonia.....	4	5,300	23,150	5,300	7	4	17,500	1,500	.....	5,200	40,650	12,000
Greensboro.....	7	29,050	103,086	29,050	30	7	28,948	82,735	29,410	18,335	161,444	130,120
High Point.....	4	20,800	12,200	20,800	6	4	3,117	6,610	6,010	12,045	21,327	39,455
Kinston.....	5	20,604	5,600	20,604	3	5	750	26,275	.....	3,050	6,350	49,929
New Bern.....	1	3,500	6,000	3,500	4	1	.....	2,000	.....	1,150	6,000	6,650
Raleigh.....	6	39,500	29,900	39,500	9	10	36,800	92,500	1,975	1,250	68,675	133,250
Rocky Mount.....	10	23,190	28,300	23,190	11	10	1,725	.....	900	.....	30,925	23,190
Salisbury.....	2	37,750	30,700	37,750	12	1	9,240	1,750	1,100	2,855	41,040	42,355
Shelby.....	8	10,100	18,500	10,100	9	9	41,060	10,000	.....	5,150	59,890	25,250
Statesville.....	.....	.....	13,250	.....	3	.....	.....	.....	.....	.....	13,250	.....
Thomasville.....	4	5,300	1,000	5,300	1	4	.....	17,000	400	.....	1,400	22,300
Wilmington.....	2	4,850	9,900	4,850	6	2	185,767	7,000	4,945	15,948	200,612	27,798
Wilson.....	2	4,600	26,700	4,600	3	2	2,100	10,000	5,000	.....	33,800	14,600
Winston-Salem.....	13	56,150	32,675	56,150	12	19	38,300	8,845	13,872	31,344	84,847	96,339

\* One-family, two family dwellings; totals included in new residential buildings.



# NORTH CAROLINA

# LABOR *and* INDUSTRY

Monthly Bulletin of the DEPARTMENT OF LABOR, FORREST H. SHUFORD, Commissioner

Vol. IX

RALEIGH, N. C., FEBRUARY, 1942

No. 2

## DEPARTMENT OF LABOR INSPECTORS HOLD STATE-WIDE MEETING

Administration and inspection problems were the subjects discussed at a State-wide meeting of inspectors and administrative personnel here on February 9 and 10.

Meeting in the Hotel Carolina, more than 40 Department of Labor employees spent the two-day conference in studying problems arising from interpretation of the State Labor laws and regulations and the Federal Wage and Hour Law.

Leading in the discussions were Commissioner Forrest H. Shuford; Lewis P. Sorrel, chief inspector; S. G. Harrington, senior payroll inspector; Fred J. Coxe, Jr., supervising inspector; and Mrs. Pauline W. Horton, wage-hour technical advisor.

Uniformity of interpretation and inspection procedure were stressed by Commissioner Shuford, who said that the great advantage of such periodic meetings is that they enable the field inspection personnel to benefit from a cross-fertilization of ideas and result in a higher type of individual inspection. The Commissioner also urged all factory and payroll inspectors to keep in close touch with both Federal and State labor laws, so as to have a working knowledge of all types of inspections.

## Boiler Inspections Promote Safety

Though little is heard outside this department about the work of State boiler inspector Graham Wall, his inspections to secure safety in the operation of non-insured boilers over the State constitute an important activity of the Department of Labor.

Inspector Wall reported a total of 398 boilers inspected during January. He said that 31 violations of the Boiler Rules and Regulations were found, several of which were major violations involving boilers found in a dangerous condition.

A total of 315 operating certificates were issued during the month. The Department of Labor also checks the reports of insurance company inspectors, who inspect boilers which the companies insure.

## Compliance Sought In State's 309 Banks

An "AD-85" or voluntary compliance campaign began early in February as North Carolina's 309 banking institutions were requested to execute forms showing their compliance with the Fair Labor Standards Act.

Commissioner Shuford said that he hopes to find compliance with the law high in the banks, as well as in all other establishments covered by the Act.

## EMPLOYMENT SECURED FOR DEAF WORKERS

The war, with all its ugliness, has at least one bright side. It is affording handicapped workers a chance to show employers what they can do. J. M. Vestal, director of the Bureau of Labor for the Deaf, said that chances for employing deaf workers are better now than they have ever been before, and at the present there are more openings for deaf workers than there are persons to fill them.

### LABOR'S PROGRAM, 1942

"The ranks of the American Federation of Labor are arrayed five million strong on the industrial front with but one thought in mind—that this war must be won as quickly as possible." —William Green, President, American Federation of Labor.

"The CIO in 1942 expects to continue the lead in all constructive efforts for the welfare of labor and the nation, for all-out production and for speedy and complete victory." —Philip Murray, President, Congress of Industrial Organizations.

"Workers of the United States can be counted upon to do their job thoroughly and in all speed. They can be counted upon to cooperate with every responsible group of Americans at all times in the defense of our beloved country and in aid to democratic institutions the world over." —Frances Perkins, Secretary of Labor.

## FALLING TIMBER IN MINE KILLS WORKER

Upon the reopening of an old mica mine recently in Macon County, a miner was killed when an old timber stringer became dislodged and fell.

The mine had been abandoned for some years and the Department of Labor's first knowledge that it was being reopened was through the report of the accident. No inspection had been made for some time because the mine was abandoned, but an investigation was made immediately upon the report of the accident.

To help prevent such accidents as this the Department of Labor requests everyone to observe closely the safety law in the Consolidated Statutes of North Carolina. The law requires the owner or manager of any mine or quarry to give notice to the Commissioner of Labor in the following cases:

1. When any working is commenced for the purpose of opening a new shaft, slope, or any underground opening.
2. When any mine is abandoned, or the working thereof discontinued.
3. When the working in any mine is recommended after an abandonment or discontinuance for a period exceeding three months.
4. When a squeeze or crush or any other cause or change, may seem to affect the safety of persons employed in the mine, or when fire occurs.

(Continued on Page 2, Column 2)

Because of the present demand for labor, employers who have never hired handicapped workers before are now "trying out" deaf workers for the first time in various trades and industries, Vestal reports. The general report from these employers, said Vestal, is that they are "surprised to find that deaf persons are such competent workers."

During 1941, the Bureau of Labor for the deaf placed 35 deaf workers, and reports that the prospects for placing other workers had steadily become better for the past month. At the present the Bureau's records show that 20 deaf persons are seeking jobs. Most of these are women who are unemployed because of the great shortage in raw materials for hosiery mills. This industry alone affords employment for a great many deaf women. The few handicapped men workers who are unemployed cannot qualify for the jobs now open to them.

There are approximately 5,088 deaf men and women in North Carolina, 3,188 white and 1,900 or over colored. A total of 387 deaf children are enrolled in the North Carolina School for the Deaf at Morganton, the deaf bureau reports. North Carolina, the second state in the union to set up a separate division for the labor problems of the deaf, has a better employment situation among its deaf workers than any other state. North Carolina has secured employment for 90 per cent of the workers registered in its Bureau of Labor for the Deaf. The average for other states is between 35 per cent and 55 per cent, Vestal said.

The printing trade affords a good many jobs for deaf men and a few for women. Furniture manufacturers and knitting mills furnish jobs for a large number of men and women, Vestal said. Some workers have been placed in other trades as carpenters, dairymen, plasterers, masons, clerical workers, clothing and textile mill workers, and shoe cobblers.

"Educating and getting employers interested in deaf workers always has been and still is the hardest job for the Bureau of Labor for the Deaf," Vestal said, "and about every six months the education of employers has to be done all over again because the personnel steadily changes." Employers are better educated on the deaf and their problems now than they have ever been before, Vestal said.

Director Vestal summarized the growth and progress of employment of deaf workers. "The first opportunity the deaf ever had to show what they

(Continued on Page 3, Column 2)



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Commissioner of Labor

MINNIE S. GOSNEY, Editor

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### PRODUCTION CZAR NELSON HAS PEOPLE'S SUPPORT

When John Doe is told to sit on a tack, he wants to know why, and how long.

He is now being told why, and he already has a vague idea of how long his discomfort may last.

As America's production of war materials swings into high gear, it is a heartening sign to see a man such as Donald M. Nelson given sweeping control over production and priorities. With picturesque phraseology, the nation's press has hailed the new chairman of the War Production Board as the "Czar" of wartime industrial output.

We believe Mr. Nelson will be a tremendous help towards getting a really all-out production effort. In an article published recently by a nationally known magazine, Nelson poses this question: Would we rather drag the sacrifices and social displacements incidental to war production over a period of ten or fifteen years without treading too heavily upon any person or group, or would we prefer to put up with some really painful sacrifices and shortages for two or three years and get the job done at once?

The answer, according to Nelson, is already implicit in the temper of the American people, who would rather pay the Piper all in one big hunk than to go on listening to another ten or twenty years of Axis fiddling.

Opposed as we are, in principle, to concentration of power, we recognize that when there is a job to be done and only a limited time in which to get it done, the only way to do it is to do it. And you cannot get the job of total mobilization for war done by appointing deliberate committees to sit around chucking each other under the chin or by permitting agents of private interests to clutter up the Federal offices which should be devoted exclusively to a swift, efficient production effort.

The unprecedented program of armament which Nelson proposes to realize within "two or three years" has already been outlined by President Roosevelt. It is such a program as could be undertaken with any prospect of success by no other nation in the world. Such a war effort, under a leadership which now deservedly has the confidence of labor, management and the public, automatically will bring nearly everyone into full practical and moral support of America's plan for establishing peace throughout the world.

The people demand results. They will not mind being hurt if they can see hundreds of ships, and thousands of planes, tanks and guns being rushed off the ways and assembly lines to meet the enemy.

## Employment and Payrolls for North Carolina

Prepared by Statistical Division

Due to the new arrangement between the North Carolina Department of Labor and the Bureau of Labor Statistics, we have been able to increase the coverage of the statistical sample for North Carolina Employment and Payroll.

Your cooperation in supplying current information each month is earnestly desired and will be much appreciated. If your name is not on our mailing list, we shall be glad to add it in order that we might receive your employment data.

### Employment, Payrolls, and Earnings In All Manufacturing and Non-Manufacturing Industries

DECEMBER, 1941-JANUARY, 1942

INDUSTRIES	No. Firms Reporting	EMPLOYMENT		PAYROLLS		AVERAGE WEEKLY EARNINGS		AVERAGE HOURS PER WEEK PER MAN		AVERAGE HOURLY EARNINGS	
		Number Jan., 1941	% Change Over Month	Amount Jan., 1941	% Change Over Month	Amount Jan., 1941	% Change Over Month	Amount Jan., 1941	% Change Over Month	Am't Cts. Jan., 1941	% Change Over Month
<b>Manufacturing Total</b> .....	742	203,846	- 1.7	\$4,045,271	+ .3	\$19.84	- 2.1	38.8	+ 1.5	51.2	+ .7
Brick, Tile, Terra Cotta.....	12	833	-11.2	11,965	-20.0	14.36	- 9.9	39.4	- 3.4	37.3	+ .8
Cotton Goods.....	241	109,538	+ .2	2,052,712	+ .6	18.73	+ .4	38.7	+ .4	48.3	+ .4
Cottonseed—Oil.....	11	542	- 6.3	7,863	- 8.8	14.50	- 2.6	42.1	- 6.0	34.4	+ 3.6
Dyeing and Finishing.....	17	4,530	+ 1.0	85,414	- 2.9	18.85	- 3.9	38.3	- 2.5	49.1	- .4
Fertilizer.....	38	1,813	+25.5	26,031	+23.6	14.35	- 1.5	37.0	- .8	38.7	- .7
Furniture.....	47	11,702	- 1.5	234,657	+ 1.2	20.30	- 1.6	41.7	+ 2.9	48.6	- .6
Hosiery—Full Fashioned.....	54	14,635	-18.2	327,572	- 9.1	22.38	+11.0	35.8	+11.5	62.4	- .3
Hosiery—Seamless.....	82	16,669	- .6	294,450	+ 1.5	17.66	+ 2.3	35.9	+ 1.4	49.2	+ 1.0
Knit Goods—Flat.....	9	4,690	+ 1.0	86,570	+ .2	18.45	- .8	37.7	- 1.5	48.9	+ 1.0
Lumber (Including Planing Mills).....	37	4,283	- 1.9	76,843	- 2.5	17.94	- .6	41.8	- .9	43.0	+ .2
Paper Boxes (Corrugated Folded, Set-up).....	11	532	- 7.4	9,674	- 8.1	18.18	- .7	38.7	- 2.5	46.9	- 1.7
Pulp Mills.....	6	4,395	+ 1.3	148,110	+ 8.1	33.69	+ 6.7	43.0	+ 1.6	78.2	+ 4.8
Printing and Publishing.....	21	565	- .5	16,268	+ .5	28.79	+ 1.0	36.8	+ 1.6	78.2	- .5
Rayon.....	15	5,870	- .2	116,933	- 4.9	19.92	- 4.5	39.0	- 5.3	50.9	+ .5
Tobacco Products (Snuff, Cigarettes, and Chewing Tobacco).....	7	8,711	- .1	236,664	+ 7.6	27.16	+ 7.7	40.0	+ 3.6	67.8	+ 4.1
*Woolen Mills.....											
Other Industries.....	134	14,538	- 3.1	313,545	+ 5.2	21.56	+ 8.6	40.9	+ 5.4	52.9	+ 2.5
<b>Non-Manufacturing Total</b> .....	582	10,027	-18.0	176,562	- 8.5	17.60	+11.6	39.2	+ 4.5	39.3	+ 6.2
Retail.....	308	4,473	-32.8	65,324	-19.3	14.60	+20.0	37.2	+10.0	36.5	+ 9.2
Wholesale.....	109	1,476	- 2.1	42,436	+ 2.9	28.75	+ 5.3	43.1	- 3.3	63.9	+ .4
Laundries, Dyeing and Cleaning.....	15	866	- 1.3	11,058	+ .7	12.76	+ 2.1	45.6	- 1.2	28.2	+ 4.0
Mines and Quarries.....	23	705	- 5.2	9,830	-14.8	13.94	-10.1	33.2	-14.2	41.9	+ 4.7
*Public Utilities.....											
Insurance and Brokerage.....	52	943	+ .3	29,628	- 2.0	31.4	- 2.1	No hours reported			
Other Lines of Trade.....	74	1,564	+ 3.9	18,286	+ 1.0	11.69	- 2.7	58.4	+25.0	20.4	-26.6
<b>Total—All Manufacturing and Non-Manufacturing</b> .....	1,324	213,873	- 2.6	\$4,221,833	+ .3	\$19.73	+ 2.6	38.8	- 1.5	50.8	+ 1.1

† No change.

\* Insufficient data at time of release.

We must remember, however, that the heads of our production effort are not supermen. They are simply mass-production executives struggling with a job which is a hundred times more difficult than any job they have ever done before. We must not expect the impossible.

Another thing which we should keep in mind is the true function of criticism. Constructive criticism is good; it is essential to the war effort and to democracy. The thing which we definitely do not need is the irresponsible carping of easy-chair critics, which is perhaps the greatest single destroyer of confidence and national unity.

### FALLING TIMBER IN MINE KILLS WORKER

(Continued from Page 1)

"This department's mine and quarry inspector works in cooperation with the district engineer of the U. S. Bureau of Mines and their services are available at any time to anyone engaged in mining or quarrying or other allied industries in this State," said Murray M. Grier, North Carolina safety engineer. The safety engineer urges everyone faced with mine and quarry safety problems to ask for help from either the Bureau of Mines and Quarries in North Carolina or the United States Bureau of Mines.

### TEXTILE, CIGARETTE AND GLOVE WORKERS MAY GET WAGE INCREASE

A minimum wage rate of 40 cents an hour in the textile industry, cigarette and tobacco industry, and gloves and mittens industry awaits only the signature of Thomas Holland, Administrator of the Wage and Hour Division, before becoming part of the wage-hour law.

Hearings have been held this month and last, at which interested persons could appear in support of or in opposition to the proposed rate.

It is estimated by the Division that the 40-cent rate in the textile industry would give pay increases to about 150,000 workers throughout the nation, and some 16,000 gloves and mittens workers would benefit from the new minimum.

In the cigarette and tobacco industry, not less than 20,000 workers in North Carolina alone would receive pay increases from a 40-cent minimum wage. The majority of these are in establishments which grade, sort, condition, redry, stem, pack and store tobacco. Few employees engaged in the actual manufacture of cigarettes would be affected, since current average hourly earnings in these plants are in excess of 66 cents.



## SUBSTANTIAL COMPLIANCE WITH WAGE-HOUR LAW SEEN IN TEXTILE INDUSTRY

Inspectors of the State Department of Labor assigned to Federal investigations continue to report substantial compliance with the Wage and Hour Law in North Carolina textile manufacturing plants.

Out of 215 establishments inspected during the three-months period from November through January, nineteen were reported to be violating the minimum wage provisions of the Fair Labor Standards Act and 37 were found in violation of the overtime compensation requirements. Six plants were violating the Child Labor Laws and 13 other miscellaneous violations were uncovered.

Forty-eight textile mills were found to be in full compliance with all provisions of the statute. A total of 162 plants were violating some provision of the law, but the majority of these were minor violations of the record-keeping requirements. Some of the minimum wage violations apparently were a result of misunderstanding concerning the application of the textile wage order, which requires payment of at least 37½ cents an hour to employees in the industry. Other violations were attributed to the employment of learners at subminimum rates without securing a learner's certificate.

Thirty-one mills made wage restitutions totaling \$10,857.10 to 533 of their employees during the three-months period. According to Commissioner Shuford, who under a cooperative agreement with the Wage and Hour Division is responsible for enforcement of the law in North Carolina, the purpose of wage restitution is not only to secure payment of back wages which are legally due the employees, but also to secure compliance with the law in the future.

The 215 textile mills inspected so far in the industry-wide compliance drive employ a total of 76,570 workers who are entitled to the benefits of the Wage and Hour Law. These represent approximately half of the 150,000 employees who operate the State's more than 500 textile establishments. Commissioner Shuford says that all other textile mills, with the exception of those inspected immediately before the drive began last November, will be visited by Department of Labor inspectors in the course of the drive.

## INDUSTRY SEEKING NEW COTTON OUTLETS

The promotion and scientific research programs of the cotton textile industry will be pushed forward in the coming months, according to W. M. McLaurine, secretary and treasurer of the American Cotton Manufacturers Association.

At the annual convention of the National Cotton Council in Jackson, Miss., the committee on scientific research found a greatly accentuated need for research to keep the cotton industry operating at maximum efficiency and to protect and extend the markets for cotton, cottonseed and their products, both during the war and in the period of drastic readjustment which will follow.

## WAGE-HOUR INSPECTIONS

Inspectors of the Department of Labor assigned to Federal investigations reported a total of 255 inspections made during the month of January. These inspections are designed to secure compliance with the Fair Labor Standards Act, which the State Department of Labor administers in North Carolina.

Among the 328 old and new wage-hour cases closed during the month, 186 were routine inspection cases; 106 resulted from complaints; and 22 were cases closed through the Wage and Hour "AD-85" procedure, which permits the employer to come into voluntary compliance with the Act without the necessity for physical inspection.

Wage restitution totaled \$94,212.90 during January. Payments were made by 126 establishments to 2,484 employees, while agreements for additional restitution were secured. The average worker receiving back-wage payments was paid approximately \$38.00. The total amount represents an increase of 235 per cent over the month of December. Of this amount, \$6,439.92 was paid through the AD-85 procedure and \$87,772.98 was paid as a result of inspections which revealed violations.

Fourteen cases were referred to the legal branch for litigation. Four civil actions and one criminal action were instituted during the month, and six previously instituted actions were completed.

A total of 239 violations of the Act were found, but the majority of these were slight irregularities concerning the record-keeping provisions. Thirty-seven establishments inspected were in full compliance with the Act.

## EMPLOYMENT SECURED FOR DEAF WORKERS

(Continued from Page 1)

could do, was during the first World War. At that time deaf workers helped to fill in the great demand for labor. After the war the personnel gradually changed and the educated employers were replaced by new men who knew nothing about the deaf and their problems. Employment for deaf workers became scarce. Now the deaf are again having their chance to become independent and to free themselves of their handicaps, because their only real handicap is their inability to get employment. The deaf are physically fit, mentally competent and vocationally trained in the jobs which they seek. Their work is exceptionally good and each and every deaf person in North Carolina that is capable and able to work are at work."

Not only are deaf workers getting their chance in North Carolina, Vestal said, but also are being placed in other states. "The Ford plant employs a great number, as well as Philco Radio Company and the Royal Typewriter Company. In Los Angeles, 22 deaf men are at work on defense jobs in an aircraft plant," Vestal said.

"Deaf people are beggars but for one thing," Vestal said, "and that is for their jobs. They do beg for a job, and once they are placed it is very unusual that they are discharged. Permanently placed with a job, a deaf worker feels just like a normal person; no longer does he consider himself handicapped."

## THE Veterans' Service Division

FRANK M. SASSER, Service Officer

January, 1942

Letters Written .....	400
Folders Reviewed .....	245
Examinations .....	15
Personal Interviews .....	98
Hospitalization .....	18
Appearances Before Rating Board .....	166
New Cases .....	57
Old Cases .....	350
Total Cases .....	434
Compensation .....	27
Increased Compensation .....	\$ 895.60
Back Compensation .....	2,861.19

## DIVISION OF STANDARDS AND INSPECTIONS

The Division of Standards and Inspections reports routine inspections made on 315 establishments employing 17,064 persons during January, 1942.

The department inspectors made follow-up visits to 58 establishments and held 57 conferences.

A total of 591 violations of the provisions of the labor laws and rules and regulations were reported as follows:

Hour law .....	41
Time records .....	27
Child labor .....	217
Sanitation .....	65
Seats .....	2
Drinking water facilities .....	7
Safety code .....	133
Miscellaneous .....	99

During January, 1,048 compliances were secured. Of these, 310 were for child labor violations. These firms were brought into compliance with the State Labor Laws through inspections, compliance and follow-up visits and correspondence.

Two complaints alleging violations of the maximum hours law were investigated during January. One investigation revealed that the establishment's work was strictly an agricultural operation and therefore was not subject to the State Labor Law. Another investigation of alleged violations of the maximum hours law revealed that only one person other than the manager's family was employed at the place of business and that employee had not worked in excess of the provisions of the hour law.

The manager of a bakery in the State pleaded guilty to and was prosecuted for violating the child labor law and for working male employees excessive hours. The judgment was suspended on the case and the defendant was made to pay the costs.

An investigation was made of a complaint alleging that a person was running a private employment agency and charging fees for securing employment at defense operations. The defendant, who was under a \$1,500 bond which was reduced to \$500, was found guilty. Judgment on the case was suspended.

THE VIRGINIA DARE, the third ship to go down the ways of the North Carolina Shipbuilding Company in Wilmington, was launched February 3. The 10,000-ton merchant ship of the victory type was built for the U. S. Maritime Commission. Wilmington has contracts for 90 ships of this type, and officials expressed the hope to step up the launching schedule to a ship a week.



# January Building Permits

Prepared by Statistical Division

## TWO CITIES REPORT NO CONSTRUCTION

Fewer building permits were issued by the 21 largest North Carolina cities during January than during the same period last year, with two cities, Goldsboro and Thomasville, reporting no permits issued. However, building showed an increase over December, 1941. Charlotte led the cities with an estimated cost of construction of \$247,774. Greensboro was second and Fayetteville third.

Total estimated cost of construction was \$1,158,797. Of this amount \$680,565 was for residential building, \$189,467 for non-residential building, and \$288,765 for additions, alterations, and repairs. Four hundred seventy-three permits were granted as compared with 492 in January, 1941, and 447 in December, 1941.

Estimated cost of construction was 1.1 per cent below that of January last year but 6.2 per cent above that of December. The greatest decrease was shown by non-residential building, which was 79.4 per cent less than last year and 50.0 per cent less than the preceding month. Additions, alterations, and repairs showed a corresponding increase of 58.6 per cent over January, 1941, and 73.3 per cent over December, 1941.

## LEXINGTON LEADS TOWNS

Lexington led the 25 towns of less than 10,000 population reporting construction with an estimated expenditure of \$27,800. Burlington was second and Greenville third.

The 25 towns reported a total estimated cost of \$135,620. This included \$80,940 for residential building, \$31,980 for non-residential building, and \$22,700 for additions, alterations, and repairs.

Among the towns reporting were Asheville, Bessemer City, Burlington, Edenton, Forest City, Greenville, Hamlet, Hendersonville, Kings Mountain, Lenoir, Lexington, Lincolnton, Lumberton, Mooresville, Morehead City, Oxford, Reidsville, Roanoke Rapids, Rockingham, Sanford, Southern Pines, Spencer, Spindale, Washington, and Williamston.

**THE CAROLINA ALUMINUM COMPANY**, in Badin, N. C., won the 1941 Reduction Division Safety Trophy awarded each year by the Aluminum Company of America. Badin's record showed only 13 lost-time accidents during the year. Following closely behind Badin's record were Alcoa, Massena and Niagara plants in the order named.

## TYPE OF JANUARY BUILDING CONSTRUCTION IN 21 CITIES REPORTING

TYPE OF BUILDING	Buildings for Which Permits Were Issued	
	No.	Cost
Residential Buildings:		
One-family dwellings .....	171	\$636,765
Two-family dwellings .....	7	20,850
Multi-family (three or more families) dwellings .....	7	22,350
Nonhousekeeping dwellings ..	2	600
Total .....	187	\$680,565
Non-Residential Buildings:		
Amusement and recreation places .....	1	\$ 900
Churches .....	3	58,100
Factories, bakeries, ice plants, laundries, and other workshops .....	6	16,150
Garages, public .....	2	9,100
Garages, private (when separate from dwelling) .....	22	2,860
Gasoline and service stations ..	4	32,344
Sheds, poultry houses, contractors' temporary offices, etc. ....	2	305
Stores and other mercantile buildings .....	9	69,328
All other non-residential .....	4	380
Total .....	53	\$189,467
Additions, Alteration, and Repairs:		
On Residential Buildings:		
Housekeeping dwellings .....	106	\$ 47,021
Nonhousekeeping dwellings ..	69	28,508
On nonresidential buildings ..	58	213,236
Total .....	233	\$288,765

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 21 IDENTICAL CITIES JANUARY, 1941, AND JANUARY, 1942

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	Jan., 1941	Jan., 1942	Percentage Change	Jan., 1941	Jan., 1942	Percentage Change
Total.....	492	473	- 3.8	\$1,172,584	\$1,158,797	- 1.1
Residential buildings.....	220	187	-15.0	670,690	680,565	+ 1.4
Non-residential buildings.....	70	53	-24.2	919,928	189,467	-79.4
Additions, alterations, and repairs.....	202	233	+15.3	181,966	288,765	+58.6

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 21 IDENTICAL CITIES, DECEMBER, 1941, AND JANUARY, 1942

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	Dec., 1941	Jan., 1942	Percentage Change	Dec., 1941	Jan., 1942	Percentage Change
Total.....	447	473	+ 5.8	\$1,090,899	\$1,158,797	+ 6.2
Residential buildings.....	159	187	+17.6	544,929	680,565	+24.8
Non-residential buildings.....	63	53	-15.8	379,365	189,467	-50.0
Additions, alterations, and repairs.....	225	233	+ 3.5	166,605	288,765	+73.3

## SUMMARY OF JANUARY, 1942, BUILDING CONSTRUCTION WORK IN 21 PRINCIPAL CITIES OF NORTH CAROLINA

Totals of January, 1940, Included for Comparison

CITY	No. of Buildings	Private Construction*	NEW RESIDENTIAL BUILDINGS				NEW NON-RESIDENTIAL BUILDINGS		ADDITIONS, ALTERATIONS AND REPAIRS		ESTIMATED COST OF ALL CONSTRUCTION WORK	
			ESTIMATED COST		FAMILIES PROVIDED FOR							
			Jan., 1941	Jan., 1942	Jan., 1941	Jan., 1942	Jan., 1941	1942 Jan.,	Jan., 1941	Jan., 1942	Jan., 1941	Jan., 1942
Total.....	182	\$667,715	\$670,690	\$680,565	303	213	\$919,928	\$189,467	\$181,966	\$288,765	\$1,772,584	\$1,158,797
Asheville.....	3	6,500	9,500	6,500	2	3	10,400	10,000	9,283	3,330	29,183	19,830
Charlotte.....	43	164,950	142,525	170,700	54	54	568,790	40,924	50,517	36,150	761,832	247,774
Concord.....	5	9,800	13,650	9,800	5	5		150	3,050	350	16,700	10,300
Durham.....	6	21,100	81,670	21,100	26	6	34,100	5,400	8,615	9,220	124,385	35,720
Elizabeth City.....	6	12,000	9,700	12,000	3	8	200	400	2,300		12,200	12,400
Fayetteville.....	17	47,000	64,600	47,000	31	17	93,650		10,700	95,300	168,950	142,300
Gastonia.....	1	6,000	9,300	6,000	13	2	26,500	300	1,400		37,200	6,300
Goldsboro.....			11,450		13						11,450	
Greensboro.....	36	212,600	55,100	212,600	21	36	3,770		23,396	19,425	82,266	232,025
High Point.....	10	48,950	30,250	48,950	22	19	36,435	3,435	15,539	21,698	82,224	74,083
Kinston.....	6	9,250	15,100	9,250	6	6		225			15,100	9,475
New Bern.....								250				250
Raleigh.....	12	47,850	21,050	47,850	11	12	31,863	49,200	15,700	13,050	68,613	110,100
Rocky Mount.....	7	14,200	32,050	14,200	14	6	150	26,000	11,675	6,700	43,875	46,900
Salisbury.....	1	600	26,900	700	12	1	7,750	15,300	225	2,295	34,875	18,295
Shelby.....	4	3,300	40,000	3,300	16	5	105,175	8,000	15,000		160,175	11,300
Statesville.....	9	21,000	900	21,000	1	9		700			900	21,700
Thomasville.....			800		1						900	
Wilmington.....	4	4,650		4,650		4			100			
Wilson.....	1	3,650	8,600	3,650	4	1				51,468		56,118
Winston-Salem.....	11	34,315	97,545	41,315	48	19	1,145	29,183	2,050	29,779	10,650	3,650
									12,416		111,106	100,277

\* One-family, two family dwellings; totals included in new residential buildings.

## Grade "A" Certificates Issued

The Division of Standards and Inspections issued grade "A" certificates to four North Carolina hosiery mills during January.

The Huffman Full Fashioned Mills, Inc., Morganton, received a certificate. Mr. John A. Pons is foreman of the mill. The Francis-Louise Full Fashioned Mill in Valdese was graded "A" during January also; Mr. Francis Garrou, Jr., is manager. Other mills graded "A" are the Tuscarora Cotton Mill, Mount Pleasant, and Hanes Hosiery Mills Co., Winston-Salem, James N. Weeks, president.



# LABOR *and* INDUSTRY

Monthly Bulletin of the DEPARTMENT OF LABOR, FORREST H. SHUFORD, Commissioner

Vol. IX

RALEIGH, N. C., MARCH, 1942

No. 3

## TAR HEEL LABOR HONORED IN RENAMING OF STATE BUILDING

The Departments Building, located across from the capitol on the corner of Salisbury and Edenton Streets in Raleigh, was recently renamed the Labor Building by action of the State Buildings and Grounds Commission.

The Department of Labor, which together with the Insurance and Banking Commissions is housed in this building, takes pride in this recognition accorded Tar Heel labor by Governor Broughton and the Buildings and Grounds Commission. It is gratifying that North Carolina's large industrial population should be memorialized by naming an important State building in their honor. The working people of our State, second to none in genuine patriotism and consciousness of the vital role which they play in the life of America both in time of peace and war, are honored to have a Labor Building in their Capital City.

In appreciation of this well-deserved recognition given the working people of North Carolina, the Department of Labor extends assurances to Governor Broughton and to the Buildings and Grounds Commission that its efforts in promoting the welfare of our laboring people and in the just enforcement of our labor laws will be vigilant and unceasing.

## MINIMUM WAGE FOR INTER- STATE TRUCKING NOW 40 CENTS AN HOUR

Wages of a large section of employees in North Carolina interstate trucking industry were raised March 16 by a wage order requiring payment of at least 40 cents an hour to all workers in the Property Motor Carrier industry.

The only previous minimum wage applicable to interstate trucking was the 30-cents an hour statutory minimum provided in the Fair-Labor Standards Act for all industries engaged in interstate commerce or in the production of goods for interstate commerce.

Chiefly benefiting from the new wage rate are employees at trucking terminal points, such as clerical workers, loaders, mechanics, and maintenance workers. Few over-the-road employees receive less than 40 cents an hour.

The 40-cent minimum was recommended to former Administrator Thomas W. Holland, of the Wage and Hour Division, United States Department of Labor, by an industry committee comprised equally of members representing the public, the employees, and the employers.

The definition of the property motor carrier industry is: "The industry carried on by any person who holds himself out to the general public to engage in, or under individual contracts or agreements engages in, the transportation by motor vehicle of property necessary to the pro-

(Continued on page 4, column 3)

## WORKING HOURS AND FULL PRODUCTION

Winning the war today is the most important thing in the world for all of us. Any factor which will contribute to the attainment of this objective should take precedence over all other things. We believe that all of the people in the nation share this opinion.

### WAGE-HOUR INSPECTIONS

Inspectors of the Department of Labor assigned to payroll investigations under the Fair Labor Standards Act reported a total of 245 inspections made during February. Of these, 221 were new inspections and 24 were follow-up visits to secure additional information on inspections previously begun.

Of 289 business and manufacturing establishments in which inspection cases were closed during the month, 72 were found to be in full compliance with the Act. Forty-four of the firms were found not covered by the Wage and Hour Law, 18 of which were cases of doubtful coverage. Nine firms were found to have gone out of business.

Among the 164 firms found in violation of one or more provisions of the statute, 75 were violating basic provisions of the Act, such as failure to meet the minimum wage requirements or the overtime provision. The other 89 violations were largely due to the failure to keep adequate employee and payroll records and were not regarded as serious infractions of the law.

Of the 289 cases closed, which represent a decrease of eight per cent over the number closed during January, 76 were cases arising from complaints and 213 were routine inspection cases. Complaints came variously from competitors, unions, and employees. Physical plant inspections were made in 159 establishments, while 30 cases were closed through the Wage and Hour Division's "AD-85" or voluntary compliance procedure.

Fifty-six complaints of a nature such as to merit investigation were received during the month. Of these, 49 were complaints made against establishments for the first time, while seven were new complaints against firms previously investigated.

Eight case files were referred to the wage-hour Legal Branch during February for possible legal action. One civil action was instituted during the month, and two previously instituted actions were completed.

Though the Department of Labor does not enforce the payment of back wages due employees under the Fair Labor Standards Act, a total of 75 establishments which were found in violation voluntarily made wage restitution totaling \$45,448 to 1,805 employees during the month in order to bring themselves into compliance. These voluntary actions on the part of the employers cleared their past records of illegally low wage payments and brought them in line for future compliance. Wage restitution payments were 51 per cent lower than in January.

We do not believe, however, that tearing down labor standards will contribute to increased production and the winning of the war. We are strongly inclined to think that such action would tend to retard and reduce rather than increase production of essential war materials.

Since America entered the war, many inquiries have been received by the Department of Labor regarding the department's position concerning application of the State Maximum Hour Law to industries operating on government contracts.

Though each industry has its own individual problems and any general statement can scarcely be expected to cover all of them, we believe that a recent statement by Commissioner Shuford will serve to clarify a number of questions concerning the extension of working hours. This statement, in part, is as follows:

"In studies made during the first World War, both in this country and abroad, it was determined that the greatest production results where women work 48 hours or less per week, and have at least one day of rest out of seven. Studies made in England during the present war have resulted in the same finding. It has been found that men can work longer hours before attaining maximum production.

"Since it is an accepted fact that after working a certain period of time a person reaches maximum productivity and that additional hours result in over-fatigue and a decline in production, there seems to be no need for an extension of hours of work for women. Our State law restricts the work of women to nine hours a day, 48 hours a week, and six days a week.

"However, the State Labor Laws are sufficiently flexible to permit longer hours of work for men where such an increase will actually increase production. While the work of men is restricted to 10 hours a day, 55 hours a week, and 12 out of 14 consecutive days, employers may apply to the Commissioner of Labor for permission to work male employees 18 years of age and over longer than 55 hours a week. The Commissioner, upon investigation, may issue a permit for overtime work in plants where it is found to be necessary, upon the condition that all employees affected be paid one and one-half times the usual rate of compensation for all hours worked over 55 per week.

"The importance of training additional personnel in all factories producing military supplies and equipment cannot be too strongly emphasized. This is essential in order that working hours for any individual will be kept within reasonable bounds, and also to replace any plant employees who may be inducted into military service. Unless a plant does engage in a definite program for training work-

(Continued on page 3, column 1)



## NORTH CAROLINA LABOR and INDUSTRY

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### THE WAR AND THE 40-HOUR WEEK

In speeches and editorials, in Congress and elsewhere people have been saying: "We can't win the war on a 40-hour week."

Correcting the popular misconception that no one is permitted to work more than 40 hours a week, President Roosevelt recently pointed out at a press conference that the Fair Labor Standards Act simply calls for payment of time-and-a-half for hours worked after 40 per week and sets no limit upon the number of hours which may be worked.

We fully subscribe to the statement that the war cannot be won on a 40-hour week. We concur in the view that plants engaged in the production of goods for war should, when necessary, be run on a 168-hour week basis.

Nearly all of the criticism which is being directed at the "40-hour week" is based upon the misunderstanding pointed out by the President. There is no question of limiting the workweek to 40 hours, as many persons—including a number of prominent editors and speakers—seem to believe. As far as the Wage and Hour Law is concerned, the only question involved is that of paying for overtime after 40 hours at the time-and-one-half rate. The Fair Labor Standards Act specifically provides for the payment of one and one-half times the employee's regular rate of pay for all hours worked after 40 each week.

As is indicated in a front page article of this issue, the State Labor Laws which limit working hours are sufficiently flexible to allow for extra work after 55 hours a week in factories provided that sufficient need can be shown for the overtime. With a few exceptional cases, observance of the State maximum hours law tends to increase rather than to retard production. This is true because experience has repeatedly shown that output per worker tends to decrease after a certain number of hours have been worked and that the working of excessively long hours over a period of time will result in a general lessening of efficiency and a consequent decline in production.

It is becoming clearer day by day that in order to win the war and pay for the war we are going to have to accept for the duration a lower standard of living. This is a "sacrifice" that all real Americans will accept gladly. The probability of our having soon to accept ceilings and controls on prices, rents, wages and profits, as well as all-round higher taxes, is also becoming more manifest. We cannot win the war on a 40-hour week; neither can we win it by permitting spiralling prices and profits which will lead to inflation just as surely as will excessively high wages.

If we do not willingly adopt a universal policy of equal sacrifice for all and

## Employment and Payrolls for North Carolina

Prepared by Statistical Division

Due to the new arrangement between the North Carolina Department of Labor and the Bureau of Labor Statistics, we have been able to increase the coverage of the statistical sample for North Carolina Employment and Payroll.

Your cooperation in supplying current information each month is earnestly desired and will be much appreciated. If your name is not on our mailing list, we shall be glad to add it in order that we might receive your employment data.

### Employment, Payrolls, and Earnings In All Manufacturing and Non-Manufacturing Industries

JANUARY, 1942-FEBRUARY, 1942

INDUSTRIES	No. Firms Reporting	EMPLOYMENT		PAYROLLS		AVERAGE WEEKLY EARNINGS		AVERAGE HOURS PER WEEK PER MAN		AVERAGE HOURLY EARNINGS	
		Number Feb., 1941	% Change Over Month	Amount Feb., 1941	% Change Over Month	Amount Feb., 1941	% Change Over Month	Amount Feb., 1941	% Change Over Month	Am't Cts. Feb., 1941	% Change Over Month
<b>Manufacturing Total</b> .....	780	218,348	+ 1.2	\$4,362,643	+ 1.1	\$19.98	— .1	39.1	†.....	51.2	— .1
Brick, Tile, Terra Cotta.....	13	860	+ 2.3	12,670	+ 6.7	14.73	+ 4.2	39.4	+ 1.0	37.2	+ .5
Cotton Goods.....	259	115,752	+ .9	2,195,227	+ 1.5	18.96	+ .6	39.1	†.....	48.4	+ .6
Cottonseed—Oil.....	11	666	+22.8	9,851	+25.2	14.79	+ 2.1	45.0	+ 6.8	32.8	—4.6
Dyeing and Finishing.....	19	5,036	+ 1.1	96,371	+ 3.3	19.13	+ 2.1	38.9	+ 1.8	49.1	+ .4
Fertilizer.....	35	2,371	+38.2	37,213	+49.8	15.69	+ 7.9	40.8	+ 8.2	38.3	†.....
Furniture.....	50	11,950	— .3	240,065	+ 2.2	20.08	+ 2.6	41.6	+ .9	48.1	+ .6
Hosiery—Full Fashioned.....	54	15,339	— .9	348,892	+ 2.1	22.74	+ 3.1	36.8	+ 3.3	61.8	†.....
Hosiery—Seamless.....	88	17,895	+ .5	327,570	+ 3.8	18.30	+ 3.3	37.1	+ 2.7	49.1	— .4
Knit Goods—Flat.....	8	4,695	+ 1.3	87,086	+ 1.6	18.54	+ .3	38.6	+ 2.1	47.9	—1.8
Lumber (Including Planing Mills).....	40	4,478	+ 1.6	80,344	+ .2	17.94	— 1.3	41.7	— 1.8	43.0	+1.1
Paper Boxes (Corrugated Folded, Set-up).....	13	586	— 9.4	10,824	— 6.9	18.47	+ 2.7	38.8	+ 3.6	46.3	— .8
Pulp Mills.....	6	4,630	+ 5.3	146,709	— .9	31.68	— 5.9	40.9	— 4.8	77.3	—1.1
Printing and Publishing.....	21	569	— .1	16,571	+ .9	29.12	+ 1.1	20.6	+10.3	71.7	—8.3
Rayon.....	17	5,394	— .5	103,656	— .4	20.14	+ .1	39.8	†.....	50.5	†.....
Tobacco Products (Snuff, Cigarettes, and Chewing Tobacco).....	7	6,215	+ .2	164,936	—12.9	26.53	—13.1	37.5	—10.5	70.7	—2.7
*Woolen Mills.....											
Other Industries.....	139	21,912	— 1.6	479,658	— .5	22.93	+ 1.1	39.7	+ 5.7	55.4	— .5
<b>Non-Manufacturing Total</b> .....	474	7,506	+ .6	\$ 139,999	*.....	\$18.65	— .7	41.9	— .2	41.3	+1.7
Retail.....	304	3,531	+ 3.7	58,846	— 2.0	16.66	— 5.5	39.6	— 5.0	42.1	— .9
Wholesale.....	97	1,211	— 2.6	35,742	+ 4.3	29.51	— 7.1	43.4	+ 1.6	71.8	+9.2
Laundries, Dyeing and Cleaning.....	11	609	— 2.8	7,200	— 4.4	11.82	— 1.6	44.0	— .2	26.7	—1.4
Mines and Quarries.....	17	405	+ 2.5	5,980	+24.2	14.76	+21.1	36.6	+24.0	40.2	—2.6
*Public Utilities.....											
Insurance and Brokerage.....	25	593	— 2.3	20,964	— 4.0	33.83	— 1.8	No hours reported			
Other Lines of Trade.....	20	1,157	— 1.6	12,167	— 2.6	10.51	— 1.3	47.1	+ 2.1	23.5	—2.4
<b>Total—All Manufacturing and Non-Manufacturing</b> .....	1,254	225,854	+ 1.2	\$4,502,642	+ 1.0	\$19.93	— .1	39.2	+ .2	50.9	— .3

† No change.

\* Insufficient data at time of release.

special privilege for none we shall soon find out that when people refuse to govern themselves, someone else steps in and does the job for them.

On the basis of reports reaching the Department of Labor, we believe that in North Carolina we are approaching a condition in which equality of sacrifice is being accepted by the majority of our citizens. There have been, to our knowledge, no instances in this State in which the production of vital war materials has been slowed down by conflicts between capital and labor. Recent surveys conducted in plants producing military supplies and equipment lead us to believe that practically all employers who have war contracts are bending every effort to produce military goods to the exclusion of everything else. We know of instances in which manufacturers have refused civilian orders and accepted considerable monetary losses in order to meet war production schedules.

It is in this spirit that American industry will produce enough military equipment to enable our armies to meet enemy forces on a superior footing. It is in the spirit of North Carolina labor, which has refused to take advantage of the war situation to strike for higher wages, that full production will be achieved.

### APPRENTICE TRAINING PROGRAM AIDS WAR EFFORT

Clarence L. Beddingfield, Director of the Department of Labor's Division of Apprenticeship, is contacting employers in North Carolina mills for the purpose of encouraging apprentice training in plants producing military supplies.

At present the director's main efforts are being bent toward building up a program of training in cooperation with the Training Within Industry Branch of the War Production Board and the Industrial Vocational Education program of the State Department of Education.

Under the WPB program, workers are trained for specific industrial jobs in the shortest time possible in order that they may replace men called from the factories by the draft. The Apprenticeship Division, in working with the above training programs, is promoting the training of enough workers to meet the demand for skilled labor in factories producing military goods.

In cases where trainees show unusual mechanical aptitude, they are encouraged by the Apprenticeship Division to work under the Division's two-year training course, which is designed to develop them in to all-round skilled mechanics.



## 296 Firms Inspected In Wage-Hour Compliance Drive on Textile Industry

A high degree of compliance with basic provisions of the Federal Wage and Hour Law in North Carolina's extensive textile industry is reported by Department of Labor inspectors. Assigned to make payroll inspections under the Wage and Hour Law, the inspectors have covered the major portion of the industry in this State since November, 1941.

Out of 296 establishments inspected during the four and one-half months period from November 1 through March 15, a total of 31 were reported to be violating the minimum wage provisions of the Fair Labor Standards Act and 48 were found in violation of the overtime compensation requirement. Eight plants were violating the Child Labor Laws and 15 other miscellaneous violations were found.

Eighty-five textile establishments were found to be in full compliance with all provisions of the statute. While the record keeping requirements were being violated in numerous instances, these violations were not as serious as failure to comply with other provisions of the law. Misunderstanding of the application of the 37 1-2-cents-an-hour textile wage order and the employment of learners without a certificate accounted for a number of violations, and others were attributed to misunderstanding concerning the exemption of supervisory personnel from the overtime provision.

Forty-five mills made voluntary wage restitution payments totaling \$15,119 to 828 of their employees during the period. These back-wage payments were made upon discovery that certain employees had not been paid in accordance with the Act.

The 296 textile mills inspected so far in the industry-wide compliance drive employ a total of 101,304 workers who are entitled to the benefits of the Fair Labor Standards Act. These employees represent about two-thirds of the 150,000 persons who work in the State's approximately 500 textile establishments.

Before terminating the industry-wide campaign for compliance, the inspectors will investigate most of the remaining factories. All mills except those inspected immediately before the beginning of the textile drive will be visited by the inspectors within the next two or three months.

## WORKING HOURS AND FULL PRODUCTION

(Continued from page 1)

ers who will not be called into military service, production may decrease in spite of all other efforts.

"Our State Labor Laws are flexible enough so that production will not be hindered if full cooperation on the part of industry continues. Permits for overtime work will be issued when needed. Red tape will not be allowed to interfere, but there will be no relaxation of our program of law enforcement. The urgency of our national war effort cannot be used as a screen behind which an unscrupulous employer can hide while he violates the spirit and the letter of our labor laws. We shall continue to practice democracy here at home while we fight dictatorship abroad."

## ALL SHOULDERS TO THE WHEEL

With a great demand at present for strategic minerals vital to our total war program, such as sheet mica, manganese and magnesium, and with recent surveys by the mineral resources division of the Department of Conservation and Development revealing that we have some of these minerals in quantities in our State, there is no doubt that many of the sheet mica mines long since abandoned will be reopened. Many new mines and quarries containing other desired mineral deposits will also be opened and developed. Increased activity in this industry will mean an increase in employment in the mines, quarries and mineral plants in our State.

It is very probable that it will be necessary to use some inexperienced employees in this industry. If such is the case, the new employees must be provided a safe and healthy place in which to work. They must be taught the safe way to perform their jobs.

Safety in the operation of mines, quarries and mineral plants goes hand in hand with production. In order for the production of minerals to be increased in sufficient quantities to meet the urgent demand, it will be necessary for the employer to provide a safe and healthy place for the employees to work. The employee must reciprocate by doing his part in learning the company and state safety rules pertaining to mining and quarrying and by complying strictly with those rules. This will prevent many fatal accidents. To provide good working conditions is the employer's first obligation to his employee and to learn to take care of his own life is the employee's first obligation to the employer.

It is the duty of the Department of Labor to enforce rules and regulations to prevent accidents and to protect workers from occupational diseases. The department is exceedingly interested in the conservation of manpower, and just as interested in the production of minerals vital to our total war program. With whole-hearted cooperation, both goals can be achieved.

## INDUSTRIAL ITEMS

The Stead and Miller Co., Concord, N. C., was issued a Grade "A" certificate by the Division of Standards and Inspections during March. Mr. T. M. Schramm is Vice-President of the textile mills.

Leward Cotton Mills, Inc., awarded F. D. Lewis & Son of Greensboro a contract for rebuilding and improving the dam at the mill, including rock and earth excavations and installation of reinforced concrete. Richard H. Moore of Asheville is the engineer.

The Pinehurst Silk Mills, Inc., at Hemp, manufacturers of rayon piece goods, have constructed a new throwing unit, office building and general repair around their plant.

Spray, N. C.—At the silk mill of Marshall Field & Co. installation of 17 double-deck Fletcher twistlers and six Fletcher Simplex winders has recently been completed. Howard Barton is superintendent of the silk mill.

## THE Veterans' Service Division

FRANK M. SASSER, Service Officer

February, 1942

Letters Written .....	397
Folders Reviewed .....	226
Examinations .....	20
Personal Interviews .....	82
Hospitalization .....	24
Appearances Before Rating Board .....	179
New Cases .....	41
Old Cases .....	419
Total Cases .....	487
Compensation .....	27
Increased Compensation .....	\$1,164.20
Back Compensation .....	1,587.88
Total Compensation .....	2,752.08

## DIVISION OF STANDARDS AND INSPECTIONS

The Division of Standards and Inspections carried out routine inspections of 427 establishments employing 8,835 persons during February, 1942.

The inspectors made compliance or follow-up visits to 56 establishments and held 15 conferences.

A total of 601 violations of the State Labor Law and rules and regulations were reported as follows:

Hour Law .....	28
Time Records .....	30
Child Labor .....	315
Sanitation .....	37
Seats .....	0
Drinking Water Facilities .....	15
Safety Code Violations .....	74
Miscellaneous .....	102

During February, 420 compliances were secured. Of these, 116 were for child labor violations. These firms were brought into compliance with the State Labor Law through inspections, compliance and follow-up visits and correspondence.

Two complaints alleging violation of the maximum hours law for women were received and investigated during the month. One investigation revealed only slight violations and the management promised strict compliance with the law in the future. Another investigation showed that women were being worked in violation of the maximum hours law and that the abstract of the law and working schedule were not posted in the establishment. These documents were posted at the time of the inspection and the management promised not to exceed the hourly limitations in the future.

An ice cream company was prosecuted during the month for working a minor without an employment certificate; working a minor under 16 years of age after 6:00 p.m.; failure to post the labor law abstract; failure to keep time records; and for working a minor more than six days per week. The defendant was found guilty on each charge and was ordered to pay the cost of court, amounting to \$34.35.

Shelby, N. C.—Lily Mills Co. has recently constructed a club house as a memorial to the late Mrs. Lily M. Schenck, mother of two officials of the mills. The club house will provide recreational activities for the operatives and their families.

Lincolnton, N. C.—The Smith Yarn Mill, having 648 spindles, is now operating on coarse yarns. W. Henkel Smith is proprietor.



# February Building Permits

Prepared by Statistical Division

## TOWNS SPEND \$92,025

Twenty-three North Carolina towns of less than 10,000 population reported building permits issued during February for construction estimated to cost \$92,025. Of this amount \$62,275 was for residential building, \$20,300 for non-residential building, and \$9,450 for additions, alterations and repairs.

Lexington led the towns reporting with a total expenditure of \$13,550. Reidsville was a close second with an expenditure of \$13,025, while Burlington came third with an estimated cost of \$12,500.

Among the towns reporting were Asheville, Bessemer City, Burlington, Forest City, Greenville, Hamlet, Henderson, Hendersonville, Kings Mountain, Lenoir, Lexington, Lincolnton, Lumberton, Morehead City, Morganton, Mount Airy, Reidsville, Roanoke Rapids, Rockingham, Southern Pines, Spencer, Spindale, and Washington.

Catawba, N. C.—In order to fill Army and Navy orders for socks, the Elliot Knitting Mill has increased its finishing department by 7,500 square feet. New equipment has recently been installed at the plant.

## RALEIGH LEADS CITIES

Raleigh led the twenty-one North Carolina cities of more than 10,000 population in February with an estimated cost of construction of \$237,175. Total expenditure of all the cities was \$1,065,899. This included \$477,515 for residential building, \$399,024 for non-residential building, and \$189,360 for additions, alterations and repairs.

There was a decrease of 41.6 per cent in number of permits as compared with the same month last year and a decrease of 62.1 per cent in estimated cost. There was, also, a drop of 18.3 per cent from the preceding month in number of permits and one of eight per cent in estimated cost. The only increase was shown by non-residential building which was 110.6 per cent higher in expenditure as compared to January. This was due to the issuing of a number of permits for amusement and recreation places and one railroad station.

A total of 386 permits were issued during the month.

## MINIMUM WAGE FOR INTERSTATE TRUCKING NOW 40c AN HOUR

(Continued from page 1)

duction of goods for interstate commerce over regular or irregular routes. The

## TYPE OF FEBRUARY BUILDING CONSTRUCTION IN 21 CITIES REPORTING

TYPE OF BUILDING:	Buildings for Which Permits Were Issued	
	No.	Cost
<b>Residential Buildings:</b>		
One-family dwellings .....	132	\$426,465
Two-family dwellings .....	8	21,550
Multi-family (three or more families) dwellings .....	1	15,000
Multi-family dwellings with stores or shops therewith....	7	11,000
Nonhousekeeping dwellings ..	2	3,500
<b>Total .....</b>	<b>150</b>	<b>\$477,515</b>
<b>Non-Residential Buildings:</b>		
Amusement and recreation places .....	6	\$141,844
Churches .....	2	23,800
Factories, bakeries, ice plants, laundries, and other workshops .....	4	43,100
Garages, private (when separate from dwelling) .....	12	1,760
Gasoline and service stations ..	2	11,000
Institutions .....	1	22,500
Office buildings, including banks .....	2	16,400
Public buildings (city, county, State) .....	2	2,000
Public works and utilities .....	2	115,400
Sheds, poultry houses, contractors' temporary offices, etc. ....	6	1,170
Stores and other mercantile buildings .....	10	20,050
<b>Total .....</b>	<b>49</b>	<b>\$399,024</b>
<b>Additions, Alterations, and Repairs:</b>		
On residential buildings:		
Housekeeping dwellings .....	117	\$ 66,007
Nonhousekeeping dwellings ..	21	17,074
On nonresidential buildings ..	49	106,279
<b>Total .....</b>	<b>187</b>	<b>\$189,360</b>

term includes the industry carried on by any person who as agent or under contractual agreement with any rail, water, or motor carrier or any express company engages in the performance within terminal areas of transfer, collection, or delivery service. The term does not include that part of the industry carried on by any carrier by rail or water or by any express or other company which is subject to Administrative Order No. 34 defining the Railroad Carrier Industry."

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 21 IDENTICAL CITIES FEBRUARY, 1941, AND FEBRUARY, 1942

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	Feb., 1941	Feb., 1942	Percentage Change	Feb., 1941	Feb., 1942	Percentage Change
Total.....	661	386	-41.6	\$2,817,351	\$1,065,899	-62.1
Residential buildings.....	388	150	-61.3	2,076,303	477,515	-77.0
Non-residential buildings.....	78	49	-37.1	531,342	399,024	-24.9
Additions, alterations, and repairs.....	195	187	-4.1	209,706	189,360	-9.7

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 21 IDENTICAL CITIES, JANUARY, 1942, AND FEBRUARY, 1942

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	Jan., 1942	Feb., 1942	Percentage Change	Jan., 1942	Feb., 1942	Percentage Change
Total.....	473	386	-18.3	\$1,158,797	\$1,065,899	-8.0
Residential buildings.....	187	150	-19.7	680,665	477,515	-29.8
Non-residential buildings.....	53	49	-7.5	189,467	399,024	+110.6
Additions, alterations, and repairs.....	233	187	-19.7	288,765	189,360	-34.4

## SUMMARY OF FEBRUARY, 1942, BUILDING CONSTRUCTION WORK IN 21 PRINCIPAL CITIES OF NORTH CAROLINA

Totals of February, 1941, Included for Comparison

CITY	No. of Buildings	Private Construction*	NEW RESIDENTIAL BUILDINGS				NEW NON-RESIDENTIAL BUILDINGS		ADDITIONS, ALTERATIONS AND REPAIRS		ESTIMATED COST OF ALL CONSTRUCTION WORK	
			ESTIMATED COST		FAMILIES PROVIDED FOR							
			Feb., 1941	Feb., 1942	Feb., 1941	Feb., 1942	Feb., 1941	Feb., 1942	Feb., 1941	Feb., 1942	Feb., 1941	Feb., 1942
Total.....	140	\$448,015	\$2,076,303	\$477,515	751	158	\$531,342	\$399,024	\$209,706	\$189,360	\$2,817,351	\$1,065,899
Asheville.....			12,000		3		65	6,900	8,876	7,545	20,941	14,445
Charlotte.....	13	41,100	223,965	41,100	71	14	147,240	10,115	93,757	42,750	464,962	93,965
Concord.....	2	6,000	23,900	6,000	9	2	40,650		3,250	2,450	67,800	8,450
Durham.....	30	115,665	55,975	115,665	20	32	17,950	26,300	4,100	15,775	78,025	157,740
Elizabeth City.....	5	9,700		9,700		5					9,700	
Fayetteville.....	13	27,500	82,850	33,500	27	19	1,750	25,000	8,005	9,935	92,605	68,435
Gastonia.....	3	4,000	5,900	4,000	2	3	12,700	2,150	100	8,000	18,700	14,150
Goldsboro.....	4	9,000	9,000	9,000	13	4		5,300			9,000	14,300
Greensboro.....	5	25,450	127,350	25,450	39	5	3,940	11,470	28,950	32,178	160,240	69,098
High Point.....	11	29,650	1,289,533	29,650	465	12	81,645	1,665	11,097	15,394	1,382,275	46,709
Kinston.....			23,050		7			39,000	1,300	1,600	24,350	40,600
New Bern.....	3	10,000	1,400	10,000	3	3		1,100		18,100	1,400	29,200
Raleigh.....	25	99,400	21,000	114,400	5	31	7,450	117,500	12,400	5,275	40,850	237,175
Rocky Mount.....	5	11,050	17,850	14,550	7	5	3,850	2,000	4,330		26,030	16,550
Salisbury.....	3	6,550	20,600	6,550	9	3	9,200		4,900	3,930	34,700	10,480
Shelby.....	1	3,500	11,200	3,500	3	1	3,250	4,350			14,450	7,850
Statesville.....												
Thomasville.....	2	1,700		1,700		2	4,000				4,000	1,700
Wilmington.....	4	8,300	21,720	8,300	11	4	19,140	36,900	4,000	13,949	44,860	59,149
Wilson.....	2	10,250	20,000	10,250	11	2	500	3,000	180		20,680	13,250
Winston-Salem.....	9	29,200	109,010	34,200	46	11	178,012	106,274	24,461	12,479	311,483	152,953

\* One-family, two family dwellings; totals included in new residential buildings.



# LABOR *and* INDUSTRY

Monthly Bulletin of the DEPARTMENT OF LABOR, FORREST H. SHUFORD, Commissioner

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No. 4

## SOCIAL SECURITY IN WAR-TIME AND AFTER

In an international survey entitled, "Approaches to Social Security," just issued by the International Labor Office, social security is termed "one of the great purposes of the nations fighting for freedom and for a civilization based on respect for human personality."

This study, which deals with recent developments in the field of social security, is preliminary to a series of studies on different branches of social security which are being prepared by the International Labor Office for the next meeting of the Inter-American Committee on Social Security scheduled for Santiago de Chile.

War and brutal aggression have driven home recognition of the fact that it is the clear obligation of the nations of the world to eliminate the causes of social insecurity. Rational economy of man power is the essence of social security. Prevention of time lost in production and adequate medical care for workers and their families represents a vital war measure, as it speeds up the output of armaments and the launching of ships.

In its current study, the International Labor Office attempts to show what has been achieved and what still must be done to insure reasonable security for all who need it. "The idea of social security springs from the deep desire of men to free themselves from the fear of want. To realize this idea, the causes of insecurity must be removed wherever possible and the individual must be assured of that protection against the common risks of life which his own efforts do not avail to provide," the ILO states in its survey.

The study describes the various social security schemes throughout the world that have proved their practicality. In order to give it a broad view and stress the essentials, the exposition has been highly condensed and simplified. Guidance is afforded for immediate action as well as for long-range of planning of postwar social economy.

The information, which includes the most recent developments, in the field of social security, is grouped under three headings. First is taken up the principal types of social assistance; then comes social insurance, or compulsory mutual aid. The branches of social insurance—workmen's compensation, sickness insurance, pension insurance, unemployment insurance—are considered with respect to their organization, scope, benefits and finance. "Deeply rooted in most of Continental Europe and Great Britain" compulsory insurance has, in the interval between two World Wars made rapid progress though on somewhat different lines in North and South America. "Social insurance," it is pointed out, "has made the principal contribution to the social security."

## RALEIGH'S BIRTHDAY FINDS DEPARTMENT OF LABOR YOUTHFUL 55 AND GOING STRONG

This week, the last week in April, finds North Carolina's fair Capital City a sprightly 150 years of age.

Most of North Carolina's official children have been born in this city. One of the younger Tar Heel fledglings, the Department of Labor, is just now swinging into its stride at the tender age of 55.

### WORKING HOURS IN WAR PRODUCTION

American wage earners averaged more than 48 hours of work per week during February in more than half of the war production plants covered in a recent survey conducted by the Bureau of Labor Statistics, United States Department of Labor.

The entire machine tool industry averaged 55 hours, or 15 hours per week of overtime per worker. Nine plants in this group were averaging more than 70 hours per week per wage earner, or thirty hours per week of overtime per worker.

Sunday operations, according to the report of the survey, have been confined chiefly to continuous process industries. Of the iron and steel mills surveyed, 36 per cent had more than half of their wage earners at work on Sunday. Sixteen per cent of the plants in 14 other war industries surveyed had crews on Sunday work.

Marked progress has been made in most war industries in moving toward continuous operation to increase output, the report states. Exclusive of the major continuous process industries, about 40 per cent of the war workers are now working on extra shifts, as compared with approximately 25 per cent in December, 1940.

### CONCILIATION SERVICE

Frank Crane, Director of the Conciliation Service of the State Department of Labor, reports that there have been four strikes in North Carolina since Christmas.

No labor organizations were involved in three of these strikes, Crane said.

The one strike involving a labor organization affected industrial and ordinary life insurance agents. No war production was affected, either directly or indirectly, by any of the strikes, said Crane.

In a situation involving 4,000 employees, the conciliator was recently chosen mutually by a union and company to review a substantial number of check-off cards as to the authenticity of signatures.

Born in 1887 and christened the "Bureau of Labor Statistics," the duties of this State organization were at first of a very limited nature, consisting chiefly of gathering information upon the hours, wages, and working conditions of labor.

When the Department had attained the age of 12, the General Assembly decided to give it a different name and to add another job to its scope of activity. So, in 1899, a Department of Labor and Printing was drawn up as successor to the original bureau. Just why the young fellow's last name should have been "Printing," no one is quite sure nowadays. According to some oldsters, the State's official printing had to be done by somebody, and since printing in those days was much more laborious than it is in the present age of whirring machinery, it seemed only logical that this function should descend upon the Department of Labor and Printing, in keeping with the first part of its name.

One of the first big jobs confronting the youthful Labor Department was that of getting across and enforcing a law which provided for a maximum workweek of 66 hours in manufacturing industries. This law was placed on the books in 1907. Four years later the workweek was lowered to 60 hours. Since no provision was made for the enforcement of these early maximum hour laws, they did not turn out to be such big jobs after all.

It should be remembered that in 1900 North Carolina was still something of a pioneer State. Industry was still in its infancy, and "rugged individualism" was both the theory and practice of the men who initiated the industrial development of the State. The concept of limited governmental intervention into the affairs of private business for the purpose of regulating wages and working hours and promoting welfare did not have the respectable status 40 years ago which it is now accorded.

These days are now beginning to seem remote. As progressive labor legislation has grown all over the nation during the past ten years, nearly everyone, except the small group which never learns from experience, has become convinced that a certain degree of governmental regulation in industry and commerce — as in many other phases of our life—is indispensable in so highly organized and complex an industrial society as America is today.

A wave of public sentiment against oppressive child labor resulted in the Act of 1907 prohibiting employment of children under 12 years of age in manu-

(Continued on page 3, column 2)



# NORTH CAROLINA LABOR and INDUSTRY

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MINNIE S. GOSNEY, Editor

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## DRAFT EVERYBODY?

Since America entered the war last December we have heard a proposal repeated in both high and low places all over America: "Everybody should be drafted for this war. All human and material resources should be thrown into the pot for all-out production."

Perhaps most of us, feeling that everyone should share alike in contributing to the war effort of our nation, have agreed with this proposal. We feel that the social and economic burdens which accompany a great war should be borne by everyone who will benefit from the victory to be won; that mobilization for a democratic war should be conducted in a democratic manner.

On the other hand, some of us fail to realize all the implications of the phrase "total mobilization." We have only to look at the German nation, where labor, management, capital, and the non-industrial population alike give unquestioning obedience to orders issued from the top of the Nazi pyramid, to understand what this word "total" means. In the simplest terms, it means that literally everyone is drafted; that the job, place of work, income, residence, and way of living of every individual are determined by the State authority in accordance with a preconceived plan, without regard for the wishes of the individual.

Now one important thing which we need to bear in mind is that this total mobilization means essentially the same thing for every country, wherever it is carried out. There is not one kind of total mobilization which is Nazi and another kind which is Communist and still another which is Democratic. "Total mobilization" means simply that all resources, human and material, are coordinated and fitted into a scientific plan of action designed to secure the greatest possible conservation of immediately available energy, toward the end of attaining the greatest possible military power.

In accordance with our democratic methods and traditions, our people feel that if American labor is to be drafted, then capital and management and the remainder of the population should be similarly drafted, and at the same time.

We believe that in answering the question posed in the title of this column, everyone should be guided by three primary considerations: (1) Is a draft of labor and capital necessary? (2) Would such a draft help to win the war? (3) Is such a draft consistent with democracy?

It would seem that if America is capable of outproducing the combined Axis nations in planes, tanks, guns, ships, and the thousand and one other instruments of war, there should be no need in this country for the kind of total mobilization under discussion. There is, of course, much more to this problem than merely outproducing the Axis. We must produce enough to win the war,

## Employment and Payrolls for North Carolina

Prepared by Statistical Division

Due to the new arrangement between the North Carolina Department of Labor and the Bureau of Labor Statistics, we have been able to increase the coverage of the statistical sample for North Carolina Employment and Payroll.

Your cooperation in supplying current information each month is earnestly desired and will be much appreciated. If your name is not on our mailing list, we shall be glad to add it in order that we might receive your employment data.

### Employment, Payrolls, and Earnings in All Manufacturing and Non-Manufacturing Industries

FEBRUARY, 1942-MARCH, 1942

INDUSTRIES	No. Firms Reporting	EMPLOYMENT		PAYROLLS		AVERAGE WEEKLY EARNINGS		AVERAGE HOURS PER WEEK PER MAN		AVERAGE HOURLY EARNINGS	
		Number Mar., 1942	% Change Over Month	Amount Mar., 1942	% Change Over Month	Amount Mar., 1942	% Change Over Month	Amount Mar., 1942	% Change Over Month	Am't Cts. Mar., 1942	% Change Over Month
<b>Manufacturing Total</b>	755	207,222	— .4	\$4,209,333	— .5	\$20.62	+ 2.8	38.6	— .7	51.6	+ .5
Brick, Tile, Terra Cotta	10	742	— .8	11,761	+ 5.2	15.85	+ 6.0	41.1	+ 4.0	38.4	+ 2.1
Cotton Goods	257	116,093	— .1	2,227,478	+ .5	19.59	+ 1.2	39.2	+ .2	48.8	+ .2
Cottonseed—Oil	9	416	—14.5	5,869	—19.5	14.10	— 5.8	44.6	— 7.0	31.6	+ 1.6
Dyeing and Finishing	19	5,453	+ .7	106,247	+ 2.7	19.48	+ 1.9	39.0	+ 1.8	49.8	+ 1.0
Fertilizer	37	2,062	—15.1	30,103	—18.7	14.59	— 4.3	38.0	— 4.5	38.3	+ .2
Furniture	45	11,169	— 1.8	165,509	— 2.6	14.81	—24.7	38.7	— 4.4	48.7	+24.5
Hosiery—Full Fashioned	54	14,882	— 1.4	328,942	— 3.0	22.10	— 1.3	35.8	— 2.1	61.6	+ .6
Hosiery—Seamless	81	16,052	— 1.2	290,843	— 1.4	18.11	+ 1.2	36.7	— 1.0	49.2	+ .8
Knit Goods—Flat	7	3,223	+ .5	59,239	+ 2.7	18.38	+ 2.2	37.1	+ 1.0	37.1	+ 1.0
Lumber (Including Planing Mills)	41	4,212	— 3.4	76,576	— 1.8	18.18	+ 1.6	42.1	+ 1.2	43.2	+ .4
Paper Boxes (Corrugated)	12	569	— 3.5	9,861	— 9.3	17.33	— 6.0	37.5	— 5.7	46.1	— .2
Folded, Set-up)	5	4,426	— 2.9	149,179	+ 3.2	33.70	+ 6.6	42.7	+ 4.6	78.9	+ 1.6
Pulp Mills	17	505	— 2.1	14,826	— 2.8	29.34	— 3.8	36.6	—10.2	80.2	+ 7.2
Printing and Publishing	16	6,116	— .4	131,475	— .3	21.41	† .....	42.3	† .....	51.7	+ 1.8
Rayon											
Tobacco Products (Snuff, Cigarettes, and Chewing Tobacco)	8	10,299	— .04	232,741	—12.4	22.59	—12.4	33.1	—11.4	68.2	— .8
*Woolen Mills	137	11,003	—33.0	368,684	+26.1	39.28	+17.2	40.1	+ 1.2	54.2	—28.1
Other Industries											
<b>Non-Manufacturing Total</b>	778	12,325	+ 1.4	\$ 211,319	+ .9	\$17.14	— .5	37.4	+22.6	43.2	+ 1.1
Retail	507	6,639	+ 1.6	91,253	+ 3.6	13.74	+ 2.0	34.1	+ .2	37.5	+ 1.9
Wholesale	112	1,551	— 4.6	46,733	— 3.5	30.13	+ 1.2	42.6	+ 1.9	73.2	— 1.0
Laundries, Dyeing and Cleaning	16	715	+ .7	9,192	+ 1.7	12.85	+ 1.1	43.3	+ 1.8	30.0	—15.2
Mines and Quarries	20	563	— 1.5	8,164	— 3.8	14.50	— 2.2	33.8	— 4.5	42.2	+ 4.7
*Public Utilities	64	903	— 3.6	22,003	+ 1.0	24.36	+ 4.8	42.1	— 6.4	64.5	+14.3
Insurance and Brokerage	40	720	— .2	22,693	+ .6	31.51	+ .8	No hours reported			
Other Lines of Trade	19	1,234	+17.3	11,281	+ 1.7	9.14	—13.2	48.4	+ .6	24.5	+ 1.6
<b>Total—All Manufacturing and Non-Manufacturing</b>	1,533	219,547	— 3.0	\$4,484,256	— .1	\$20.42	+ 2.9	38.7	+ .5	51.2	+ .3

† No change.

\* Insufficient data at time of release.

however much that may be. Since we propose to take the offensive in this war on both sides of the world as quickly as possible, we may need to produce several times as much military equipment as the Axis in order to win a decisive victory.

The President, and others among our top leaders, have said that we are in a war for survival; a war not simply to save democracy or the American Way but a war to preserve America as an independent and powerful nation, and to save our collective skins from the Axis carving-knives. Our leaders have also assured us recently that our war production program is on schedule—ahead of schedule in some branches—and that we have no need at present for legislation imposing severe curbs upon the basic freedoms of American labor.

In a war for survival, every means necessary to defeat the enemy must be employed. If total mobilization becomes necessary to the end of squeezing every ounce of power out of our competitively organized economy in order to defeat the enemy, then there will no longer be any question about the matter. Everybody will be in favor of it. If, however, we are able to outstrip Axis production and produce enough materials to win the war without having to resort to the "total" technique, we believe that the American people will prefer to follow such a course rather than risk the dangers to our

democratic way of life inherent in the other course.

We must bear in mind the fact that although total mobilization may not be inconsistent with the social ideals of democracy, it may indeed be inconsistent with the future existence of the capitalist system of free enterprise. We feel that total mobilization — and to be really "total," it has to be authoritarian — means the beginning of the end of a free-enterprise economy. If this kind of mobilization becomes necessary for America, we will have to decide which part of our system we want to keep: free enterprise or political equality. History, as yet, has furnished no example of a nation which has undergone total mobilization and remained democratic.

For the present, we believe that there is no need for this type of total mobilization which, of itself, constitutes the chief difference between democracy and totalitarianism. Since we do not presume to predict the future campaigns and necessities of this war, we do not know whether it will in the future become necessary to "draft everybody." But it is entirely possible that such a course may become necessary.

It is the very existence of this possibility which should make every one of us do his utmost to get the greatest productive results out of our economy as it is now constituted, so that "drafting everybody" will not become necessary.



## TEXTILE MINIMUM WAGE NOW 40 CENTS AN HOUR

Several thousand North Carolina textile workers received direct pay increases on April 20 when a wage order requiring payment of at least 40 cents an hour to workers in the textile industry went into effect.

Recommended by the unanimous vote of a 24-man industry committee which included three North Carolinians, the wage order was approved and issued by L. Metcalfe Walling, Administrator of the Wage and Hour Division, United States Department of Labor. Tar Heels serving on the committee were Harry D. Wolfe of Chapel Hill, representing the public; Charles A. Cannon of Kannapolis, representing the employers; and Roy Lawrence of Charlotte, representing the employees.

The Wage and Hour Division estimates that about 150,000 of the 750,000 workers employed in the industry throughout the nation will receive pay increases as a result of the new minimum rate.

In February, the average wage paid to cotton goods workers in North Carolina was 48.4 cents an hour. This figure, an average based upon the wages of both skilled and unskilled workers, indicates that many were receiving 40 cents an hour or less. Also included in the average were many highly skilled workers making 60 or more cents an hour.

The present wage order represents the third minimum wage established in the textile industry under the Federal Wage and Hour Law.

The textile industry is defined to include all textiles except knitted and woolen goods. The cotton goods industry employs more than two-thirds of the workers covered by the wage order.

## WAGE-HOUR INSPECTIONS

Department of Labor inspectors assigned to make investigations under the Fair Labor Standards Act reported a total of 240 cases closed during March.

Of 197 establishments covered by the Wage and Hour Law, 81 were found in full compliance, 30 were violating either the minimum wage or overtime provisions, and 62 were failing to keep the employee and payroll records required by the statute.

Other investigations showed 43 firms out of business or else not subject to the law.

Sixty-one establishments voluntarily paid \$35,026 in back wages to 2,001 employees who had received wages less than those called for under the law's minimum wage and overtime compensation provisions.

The wage-hour Legal Branch completed two civil actions during the month and instituted three other actions. In one criminal action a fine of \$300.00 was assessed for wilful and flagrant violations. Twenty-three additional cases were referred to the Legal Branch for advice or litigation.

Of the cases closed, 57 arose from employee, union, or competitor complaints and 183 were routine inspection cases. Seventy-two were closed through the wage-hour voluntary compliance procedure, 168 through physical inspections.

## RALEIGH'S BIRTHDAY FINDS DEPARTMENT OF LABOR YOUTHFUL 55 AND GOING STRONG

(Continued from page 1)

facturing establishments. The minimum age for such employment was again raised in 1919, this time to 14 years. Our present Child Labor Law, which has been the model for similar legislation in other states, requires that all minors under 18 years of age be examined and certified before being employed. Exceptionally hazardous occupations are entirely forbidden to minors, but in approved occupations minors between 14 and 16 years of age may be employed for not more than eight hours a day and 40 hours a week, including time spent in school.

This Child Labor Law is generally regarded as the best labor law which North Carolina has developed. The Maximum Hour Law, which covers some 300,000 persons, is a step in the right direction but does not go far enough, since many groups of workers in local service establishments are exempted from its provisions. In establishments employing nine or more persons this law permits a 9-hour day and a 48-hour week for women, and a 10-hour day and 55-hour week for men. In establishments employing eight or less, maximum hours permitted are 10 per day and 55 per week for women, with no maximum hours established for men. Male clerks in mercantile establishments are exempted.

One of the most pressing tasks for the next General Assembly, we believe, should be that of ironing out these exemptions, and many others, which prevent this good law from being a really excellent law.

A cooperative agreement with the Wage and Hour Division, United States Department of Labor, concluded early in 1941, provides that the Fair Labor Standards Act shall be enforced in this State by the North Carolina Department of Labor. This step, which has resulted in a marked increase in departmental inspection and technical personnel, has also provided our State with the means for enforcing locally a law of great national importance. As people are slowly beginning to learn and appreciate, the Wage and Hour Law provides for the establishment of minimum wage rates in all industries engaged in the production of goods for use in interstate commerce; and for the payment of one and one-half times an employee's regular rate of pay for all hours worked after 40 each workweek. These provisions, and others, help to maintain a tolerable standard of living for some 350,000 of our Tar Heel wage earners, many of whom are not protected by union contracts.

It is with the equitable administration of these laws that the Department of Labor is now charged: laws which have been developed through the democratic method of legislation and trial-and-error experiment. These laws have become woven into the fabric of our society. They are factors in our civilization which help it to remain democratic and to keep a proper balance between human rights and property rights. To secure these ends, the Department of Labor is charged with a great and happy responsibility, and it is now dedicated to the fulfillment of this responsibility and to the achievement of a better life for all of our people.

## THE Veterans' Service Division

FRANK M. SASSER, Service Officer

March, 1942

Letters Written .....	369
Folders Reviewed .....	201
Examinations .....	37
Personal Interviews .....	92
Hospitalization .....	33
Appearances Before Rating Board .....	185
New Cases .....	47
Old Cases .....	425
Total Cases .....	494
Compensation .....	22
Increased Compensation .....	\$ 653.52
Back Compensation .....	1,908.39
Total Compensation .....	2,561.91

## DIVISION OF STANDARDS AND INSPECTIONS

The inspectors of the Division of Standards and Inspections reported routine inspections of 256 establishments with a total of 23,613 employees during the month of March.

Compliance and follow-up visits were made to 44 establishments and four conferences were held.

A total of 395 violations of the State Labor Law and the rules and regulations were reported as follows:

Hour law .....	30
Time records .....	24
Child labor .....	70
Sanitation .....	41
Seats .....	0
Drinking water facilities .....	10
Safety code violations .....	130
Miscellaneous .....	90

Compliances with the Labor Law and rules and regulations were secured in 710 cases, of which 324 were for child labor.

Two complaints were received and investigated during March. A complaint alleging that the employees of a doughnut shop were being worked excessively long hours was investigated and prosecuted. Charged with working employees in excess of the workweek provided in the State maximum hour law, and falsification of time records, the employer was given a suspended prison sentence of three years, and was fined and ordered to pay costs of court amounting to \$40.00 in the case of each employee involved.

A complaint was received alleging that a parent permitted his 12-year-old daughter to sell candy and gum on the streets. Investigation revealed that the child was purchasing candy and other items from a 5 and 10c store and reselling it on the streets. The parent was instructed this must be discontinued.

## TEXTILE INSPECTIONS

Reports from wage-hour inspectors covering the inspection drive on the textile industry in North Carolina through April 15 show a total of 340 plants inspected since last November, in which 115,084 employees were covered by the Fair Labor Standards Act.

103 of the plants inspected were reported as complying fully with the Wage and Hour Law; 232 as violating one or more provisions of the act. Violations of the minimum wage provision were found in 39 establishments; of the overtime provision in 59; child labor

(Continued on page 4, column 2)



# March Building Permits

Prepared by Statistical Division

## BUILDING IN 21 CITIES DROPS 72.5 PER CENT

Estimated cost of construction during March was 72.5 per cent below that of March, 1941, while the number of permits issued was 3.6 per cent below that of the same period last year. Six hundred sixty-six permits were issued for construction estimated to cost \$1,272,780. Of this amount \$756,445 was for residential building, \$223,935 for non-residential building, and \$292,400 for additions, alterations, and repairs.

Although construction was greatly off from that of March, 1941, the advent of spring and efforts to make the April 9 deadline halting non-essential construction caused a marked upswing in building as compared to February. Estimated cost of construction was 19.4 above that of February and number of permits was 72.5 per cent higher.

Fayetteville led the 21 North Carolina cities of more than 10,000 population in estimated cost of construction, while Charlotte was second and Winston-Salem third.

Southern Textile Association will hold its annual convention at the Charlotte Hotel in Charlotte, N. C., June 12-13.

## TOWNS SPEND \$325,044

Twenty-nine towns of less than 10,000 population reported an estimated cost of construction of \$325,044 during March. Of this amount \$161,350 was for residential building, \$112,153 for non-residential building, and \$51,541 for additions, alterations, and repairs.

Mooresville led the towns reporting with an expenditure of \$90,833, while Burlington was second and Hickory third. Among the towns reporting were Asheboro, Bessemer City, Burlington, Graham, Edenton, Forest City, Greenville, Hamlet, Henderson, Hickory, Kings Mountain, Lenoir, Lexington, Lincolnton, Lumberton, Monroe, Mooresville, Morehead City, Morganton, Mount Airy, North Wilkesboro, Oxford, Reidsville, Roanoke Rapids, Sanford, Smithfield, Spindale, Washington, and Williamston.

## TEXTILE INSPECTIONS

(Continued from page 3)

violations in 8; and a total of 219 record keeping irregularities were found.

Payment of back wages under the act was made to 992 employees by 54 mills during the period, amounting to \$17,352.

## TYPE OF MARCH BUILDING CONSTRUCTION IN 21 CITIES REPORTING

TYPE OF BUILDING	Buildings for Which Permits Were Issued	
	No.	Cost
<b>Residential Buildings:</b>		
One-family dwellings .....	203	\$664,962
Two-family dwellings .....	18	52,300
One-family and two-family dwellings with stores or shops therewith .....	2	7,183
Non-housekeeping dwellings .....	2	32,000
<b>Total .....</b>	<b>225</b>	<b>\$756,445</b>
<b>Non-Residential Buildings:</b>		
Churches .....	2	\$ 19,000
Factories, bakeries, ice plants, laundries, and other work-shops .....	2	7,250
Garages, private (when separate from dwellings) .....	28	4,775
Office buildings, including banks .....	2	3,650
Public works and utilities .....	4	159,000
Sheds, poultry houses, contractors' temporary offices, etc. ....	5	185
Stables and barns .....	2	275
Stores and other mercantile buildings .....	11	29,725
All other nonresidential .....	1	75
<b>Total .....</b>	<b>57</b>	<b>\$223,935</b>
<b>Additions, Alterations, and Repairs:</b>		
On residential buildings:		
Housekeeping dwellings .....	292	\$ 89,138
Non-housekeeping dwellings .....	24	10,528
On non-residential buildings .....	68	192,734
<b>Total .....</b>	<b>384</b>	<b>\$292,400</b>

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 21 IDENTICAL CITIES MARCH, 1941, AND MARCH, 1942

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	Mar., 1941	Mar., 1942	Percentage Change	Mar., 1941	Mar., 1942	Percentage Change
Total.....	691	666	- 3.6	\$4,636,523	\$1,272,780	-72.5
Residential buildings.....	317	225	-29.0	\$2,803,525	\$ 756,445	-73.0
Non-residential buildings.....	93	57	-38.7	1,488,900	223,935	-84.9
Additions, alterations, and repairs.....	281	384	+36.6	344,098	292,400	-15.0

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 21 IDENTICAL CITIES, FEBRUARY, 1942, AND MARCH, 1942

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	Feb., 1942	Mar., 1942	Percentage Change	Feb., 1942	Mar., 1942	Percentage Change
Total.....	386	666	+ 72.5	\$1,065,899	\$1,272,780	+19.4
Residential buildings.....	150	225	+ 50.0	\$ 477,515	\$ 756,445	+58.4
Non-residential buildings.....	49	57	+ 16.3	399,024	223,935	-43.8
Additions, alterations, and repairs.....	187	384	+105.3	189,360	292,400	-54.4

## MICA PRODUCTION

With the supplies of sheet mica from India and Madagascar being cut off, the Government is making a determined effort to increase production, and is looking to North Carolina for a considerable increase in output of this mineral vital to several phases of war production.

For the past several years North Carolina has mined and processed about 60 per cent of all sheet mica produced in the United States.

## SUMMARY OF MARCH, 1942, BUILDING CONSTRUCTION WORK IN 21 PRINCIPAL CITIES OF NORTH CAROLINA

Totals of March, 1941, Included for Comparison

CITY	No. of Buildings	Private Construction*	NEW RESIDENTIAL BUILDINGS				NEW NON-RESIDENTIAL BUILDINGS		ADDITIONS, ALTERATIONS AND REPAIRS		ESTIMATED COST OF ALL CONSTRUCTION WORK	
			ESTIMATED COST		FAMILIES PROVIDED FOR							
			Mar., 1941	Mar., 1942	Mar., 1941	Mar., 1942	Mar., 1941	Mar., 1942	Mar., 1941	Mar., 1942	Mar., 1941	Mar., 1942
Total.....	221	\$749,262	\$2,803,525	\$756,445	1,037	244	\$1,488,900	\$223,935	\$344,098	\$292,400	\$4,636,523	\$1,272,780
Asheville.....	1	7,500	8,600	7,500	2	1	34,205	3,650	54,322	7,723	97,127	18,873
Charlotte.....	26	101,300	164,550	101,300	44	27	146,210	7,350	32,804	78,588	343,564	187,238
Concord.....	1	1,700	21,595	1,700	10	1	300		6,650	3,855	28,545	5,555
Durham.....	49	170,300	111,450	170,300	40	53	29,000	6,600	4,850	4,115	145,300	181,015
Elizabeth City.....	2	4,475	5,250	4,475	3	2	170	1,290		675	5,420	6,340
Fayctteville.....	50	142,050	1,667,130	142,050	603	53	52,235	42,470	7,965	18,775	1,727,330	203,295
Gastonia.....	12	63,464	19,200	63,464	5	12	20,400	3,000	4,400		44,000	66,464
Goldsboro.....	6	11,000	6,300	11,000	6	6	200	6,000			6,500	17,000
Greensboro.....	14	35,700	98,665	35,700	31	15	28,295	118,220	22,735	18,689	149,695	172,609
High Point.....	5	14,850	37,500	14,850	17	5	3,165	3,050	19,282	62,581	59,947	80,481
Kinston.....	7	19,100	356,250	19,100	169	8	5,500	9,725	1,000	1,500	362,750	30,325
New Bern.....			6,850		7		625		250	1,850	7,725	1,850
Raleigh.....	13	77,000	92,650	79,800	20	17	1,014,100		7,075	10,100	1,113,825	89,900
Rocky Mount.....	3	6,500	72,700	6,500	20	4	925	10,100		3,925	77,275	20,525
Salisbury.....	4	12,500	13,200	12,500	6	4		1,000	2,000	13,840	15,200	27,340
Shelby.....	4	5,150	12,150	5,150	5	7	53,720	40		6,100	66,070	11,290
Statesville.....	2	5,500	2,000	5,500	1	3	13,000		200		15,000	5,500
Thomasville.....			3,200		3		2,600				6,000	
Wilmington.....	5	6,603	12,300	6,603	7	5	72,100	10,200	100,700	22,228	185,100	39,031
Wilson.....	1	2,600	14,100	2,600	6	1	7,125		5,990		27,215	2,600
Winston-Salem.....	16	61,970	77,885	66,353	32	20	5,025	1,240	70,025	37,956	152,935	105,549

\* One-family, two family dwellings; totals included in new residential buildings.



# NORTH CAROLINA

# LABOR *and* INDUSTRY

Monthly Bulletin of the DEPARTMENT OF LABOR, FORREST H. SHUFORD, Commissioner

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No. 5

## "UNITY" STRESSED AT LABOR CONFERENCE

Representatives from several governmental agencies concerned with war production, price regulation and civilian defense, and delegates from labor organizations in North Carolina, Virginia and South Carolina met in Chapel Hill May 23-24 for the first tri-state conference on "Labor in the War."

Called to promote a better understanding of government and labor's joint efforts in speeding the war effort and mobilizing our civilian defense, the conference brought to Chapel Hill more than 300 labor leaders and several leading war production officials.

The conference was sponsored by the University of North Carolina in co-operation with the Labor Production Division, War Production Board; the U. S. Treasury Department, Office of Price Administration; Office of Civilian Defense, American Federation of Labor, Congress of Industrial Organizations, and the Standard Railway Labor Organizations.

Colonel Robert Ginsburgh, of the General Staff Corps representing the Under-secretary of War, spoke on "The Army and Labor," outlining some of the efforts which are being made by both organizations in prosecuting a total war on all fronts.

Andrew J. Biemiller, special labor adviser for the War Production Board, talked on special problems in war production.

"Labor's Stake in the War" was the theme discussed by George L. Gooze, director of organization in the South for the American Federation of Labor; John Brophy, director of Industrial Union Councils for the Congress of Industrial Organizations; and Jonathan Daniels, assistant director in charge of the Civilian Mobilization Branch, Office of Civilian Defense.

"Winning the War and the Peace" was the subject of a sermon by the Rev. T. B. Cowan at the conference church service.

John W. Edelman, consumer representative for the Office of Price Administration, declared that labor's bargaining position should be used for the protection of the consumer as well as for improving wages and working hours.

Nelson Cruikshank, of the War Production Board, said that discrimination against minorities must be eliminated in order to mobilize all possible manpower for the war effort.

Spirited discussions followed the address of each speaker.

Presiding at the sessions were Dr. Ralph McDonald, associate director of the University Extension Division; Dr. Frank P. Graham, President of the University of North Carolina and public member of the National War Labor Board; Harry F. Comer, secretary of the Y. M. C. A. at the University of North Carolina; and Harry D. Wolf, professor of economics at the University.

## BANK INSPECTION DRIVE NEARLY OVER

As the industry-wide drive for compliance with the Federal Wage and Hour Law in North Carolina's 347 banking institutions draws to a close, reports reaching the Department of Labor show that the majority of banks have been in compliance with the law.

### THE SPIRIT THAT WINS

"America must win this war. Therefore I will work, I will save, I will sacrifice. I will endure. I will fight cheerfully and do my utmost, as if the issue of the whole struggle depended upon me alone."

—Found in the diary of an American Doughboy killed in 1918 at Chateau Thierry.

### Major McLendon Pays Tribute To North Carolina Labor In Keynote Address

"Labor in North Carolina has responded to the nation's call for increased production with genuine and patriotic enthusiasm. In 1914 our industries produced the highest value of products, employed more people, paid the highest total wages and the highest wage rates in the State's history. We are proud of that record, but we are still prouder of the fact that such a great record was made without the loss of a single hour by strikes or lockouts in the production of war goods—a record, but we are still prouder of the fact that such a great record was made without the loss of a single hour by strikes or lockouts in the production of war goods—a record not equaled by any other State. Both management and labor have shown a commendable desire to work together in a common cause of defending the nation by the production of a maximum amount of the essentials for our Army and Navy and our civilian population.

"Much of the credit for this fine and conclusive proof that North Carolina labor and capital do work together in a spirit of understanding and mutual benefit is due to the present and past administration of State affairs by our Party. We have built a fine State Department of Labor whose conciliation services have won the confidence and esteem of both management and labor. It is neither idle nor boastful to say that this record is certain to promote the growth and expansion of industry in our State far more than any other factor.

"No tribute is too great to pay the vast army of North Carolina farmers and laboring men and women for their magnificent spirit of patriotism and loyalty to national ideals in this great crisis. Indeed, they constitute America's first army, the army of production, which has already thrown the fear of God in the ranks of our enemies."—From the keynote speech of Major L. P. McLendon, delivered before the Democratic State Convention in Raleigh, May 22, 1942.

Since the drive began in February, a total of 179 inspection cases have been completed through the wage-hour voluntary compliance procedure. Thirty-two other cases which could not be completed through correspondence were referred for physical inspection by Department of Labor inspectors. Seventy-four banks had been inspected or were about to undergo physical inspection as a result of complaints at the time the compliance drive began. As of May 12, a total of 62 cases remained to be closed.

Among the cases completed, 70 banks were found in violation of one or more provisions of the Wage and Hour Law. The largest number of violations were caused by failure to keep the required employee and payroll records. Sixty-five banks were violating this provision. Fifteen were failing to pay wages in accordance with the overtime compensation provision. Eight were violating the minimum wage requirement of not less than 30 cents an hour.

As of May 12, inspections had been completed in 15 of the 32 banks designated for physical inspection. Fourteen were found in violation, and in eight cases back wages totaling \$1,476 were found due 45 employees.

Among the inspections completed through correspondence, twenty banks were found indebted to 57 employees in the sum of \$2,470, making a total of \$3,945 due 102 employees in back wages in all banks inspected before May 12.

In commenting upon the results of the inspection campaign, Commissioner Shuford said that many violations of the record keeping provision and some of the overtime violations occurred because employers had classified certain employees as "executives" and regarded them as exempt from these provisions, whereas the nature of their work brought them under coverage of the law.

"The problem of correct classification of personnel was one which existed in practically every bank in which a violation occurred," the Commissioner said. "If a bank is in doubt as to whether an employee should be classified as 'executive' or 'administrative,' we cannot too strongly urge that the employer concerned request an opinion from the Department of Labor in order to avoid future violations. In cases where difficult questions involving technical definitions arise, the wage-hour Technical Unit and the Legal Branch for North Carolina will be glad to render assistance to any employer in determining exemption or coverage of an employee."

Commissioner Shuford expressed himself as being "very well satisfied" with the attitude of most bankers in co-operating with and lending their support to the compliance drive.



## NORTH CAROLINA LABOR and INDUSTRY

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Commissioner of Labor  
MINNIE S. GOSNEY, Editor

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### SAFETY EQUALS PRODUCTION

Every week should be made "Safety Week" in the manufacturing plants of America during the critical months which lie ahead.

In the battle for maximum production of war materials there is no greater asset than manpower. The managers of war production realize today that the loss of working hours and the destruction of manpower because of industrial accidents is something we can ill afford. They know that industrial accidents should be combated with the same zeal with which saboteurs and enemy agents are hunted down and exterminated. They know that time lost because of accidents is just as destructive to the war effort as is time lost because of sabotage.

We cannot afford to be extravagant with trained manpower at a time when the work of every hand and brain is of the utmost importance to the future of America and the future of democracy throughout the world. Those who suggest that industrial accidents constitute less of a hindrance to our war production than other factors can hardly be aware of the real facts in the case.

We are in the midst of a production race against time. Accidents kill time and stunt production.

We are losing entirely too much time through accidents. A little time spent in applying methods for bringing them under control would be repaid a hundredfold in increased production.

The responsibility for accident prevention clearly belongs to industrial management. Accident prevention is one of the operating problems in manufacturing, and should be treated as such. It should be approached with the same care and interest with which the problem of wages, cost of materials, and overhead costs are treated by every manufacturer.

Much educational work in industrial safety is being carried on through various private and governmental agencies with the view of reducing the amount of time lost through accidents to an absolute minimum. This work, spurred on at present by the necessities of war, should be continued and extended when the war is over.

### CHILD LABOR INCREASES IN STATE

The exodus of adult wage earners from shop, field and factory to take better paying jobs in war production areas has caused a marked up-swing in child labor throughout North Carolina during the past two years.

During the last three months of 1941 a total of 5,399 child labor certificates were issued by the Department of La-

## Employment and Payrolls for North Carolina

Prepared by Statistical Division

Due to the new arrangement between the North Carolina Department of Labor and the Bureau of Labor Statistics, we have been able to increase the coverage of the statistical sample for North Carolina Employment and Payroll.

Your cooperation in supplying current information each month is earnestly desired and will be much appreciated. If your name is not on our mailing list, we shall be glad to add it in order that we might receive your employment data.

Employment, Payrolls, and Earnings In All Manufacturing and  
Non-Manufacturing Industries

MARCH-APRIL, 1942

INDUSTRIES	No. Firms Reporting	EMPLOYMENT		PAYROLLS		AVERAGE WEEKLY EARNINGS		AVERAGE HOURS PER WEEK PER MAN		AVERAGE HOURLY EARNINGS	
		Number April, 1942	% Change Over Month	Amount April, 1942	% Change Over Month	Amount April, 1942	% Change Over Month	Amount April, 1942	% Change Over Month	Am't Cts. April, 1942	% Change Over Month
<b>Manufacturing Total</b> .....	777	212,177	+ .2	\$4,445,538	+ .3	\$20.95	+ .1	39.1	— .2	53.7	+ .5
Brick, Tile, Terra Cotta.....	8	352	+ 3.2	4,926	— 5.1	13.99	— 8.0	33.4	— 8.9	39.6	— 3.1
Cotton Goods.....	246	112,079	+ 1.2	2,161,404	+ 1.6	19.28	+ .4	39.1	— .2	49.2	+ .6
Cottonseed—Oil.....	7	324	— 16.2	4,790	— 9.1	14.78	+ 8.5	49.8	+ 13.6	29.6	— 4.5
Dyeing and Finishing.....	21	5,828	+ 1.0	117,031	+ 3.5	20.08	+ 2.5	40.1	+ 2.0	50.1	+ .6
Fertilizer.....	40	1,752	— 19.8	29,013	— 9.5	16.55	+ 12.8	41.9	+ 9.1	39.6	+ 3.9
Furniture.....	44	9,420	— 3.4	184,553	+ .3	19.59	+ 3.9	39.7	+ 2.3	49.0	+ 1.8
Hosiery—Full Fashioned.....	55	14,901	— 3.0	329,187	— 5.6	22.09	— 2.7	35.1	— 3.0	62.8	+ .3
Hosiery—Seamless.....	89	15,952	— 3.0	280,059	— 8.0	17.55	— 5.1	33.1	— 3.4	53.2	— .9
Knit Goods—Flat.....	5	2,910	— 1.2	53,671	+ .2	18.44	+ 1.4	37.2	+ 1.0	49.5	+ .4
Lumber (Including Planing Mills).....	34	3,761	— .4	66,525	+ 2.7	17.68	+ 3.1	41.8	+ 2.2	42.3	+ .9
Paper Boxes (Corrugated Folded, Set-up).....	8	301	— 5.6	5,102	— 9.4	16.95	— 4.0	34.6	— 4.4	48.3	+ 1.4
Pulp Mills.....	3	3,066	— .3	113,658	— 1.1	37.07	— .7	43.6	— .9	85.0	+ .3
Printing and Publishing.....	25	651	— .6	19,471	— 1.1	29.90	— .5	35.9	— 1.6	83.2	+ 1.0
Rayon.....	16	5,427	+ 1.6	116,776	— .7	21.51	— 2.4	41.6	— 2.8	51.6	+ .3
Tobacco Products (Snuff, Cigarettes, and Chewing Tobacco).....	6	7,475	— 1.5	185,781	+ 12.3	24.85	+ 14.0	37.8	+ 12.8	65.7	+ 1.3
*Woolen Mills.....	4	3,358	— 11.1	89,030	— 3.1	23.83	+ 9.0	42.7	+ 3.1	55.7	+ 5.8
Other Industries.....	166	24,620	+ 5.6	693,561	+ 1.0	28.17	— 4.2	43.0	— 4.4	66.0	+ .1
<b>Non-Manufacturing Total</b> .....	746	12,063	+ 1.1	\$ 225,742	+ 1.7	\$18.72	+ .6	38.8	+ .5	41.4	— .2
Retail.....	427	5,344	+ 1.0	72,861	+ .4	13.63	— .5	34.4	— 1.9	36.6	+ 1.1
Wholesale.....	115	1,573	— 2.6	47,858	— 1.6	30.42	+ .9	44.0	+ 2.3	70.7	+ .1
Laundries, Dyeing and Cleaning.....	17	691	+ 1.3	9,039	+ 2.5	13.08	+ 2.5	42.8	+ .2	30.0	+ 1.6
Mines and Quarries.....	28	709	— 5.2	11,928	+ 6.1	16.82	+ 11.9	40.3	+ 10.4	41.7	+ 1.4
*Public Utilities.....											
Hotels.....	20	1,202	+ 14.4	11,926	+ 13.7	9.92	— .6	47.3	— 3.6	21.9	+ 2.3
Insurance and Brokerage.....	81	1,725	— .1	58,444	+ 3.8	33.88	+ 3.9	No hours reported			
Other Lines of Trade.....	58		+ .2	13,686	— 1.6	16.71	— 1.3	44.0	+ .9	31.7	— .3
<b>Total—All Manufacturing and Non-Manufacturing</b> .....	1,523	224,240	+ .2	\$4,671,280	+ .4	\$20.83	+ .2	39.1	— .2	53.3	+ .5

† No change.

\* Insufficient data at time of release.

bor approving minors under 18 years of age for work in specific occupations. During the same period in 1940 a total of 4,882 certificates were issued, and in the last quarter of 1939 only 3,156 minors were approved for work.

These figures should not be interpreted as being representative of the number of minors actually working, since certificates are issued to children the year round and remain in force as long as the child stays at the job for which he is certified or until he reaches the age of 18.

In each of the quarterly periods cited above, girls outnumbered boys in obtaining certificates, with the proportion of girls steadily increasing. In October, November and December of 1941, certificates were issued to 3,138 girls and to 2,261 boys. A large number of the certificates were sought during early December for temporary work by minors in stores to help take care of the Christmas rush of business. Many girls under 18 are normally employed for a few weeks during this season of the year.

In the last quarter of 1940, only 2,683 girls obtained certificates, as compared with 2,199 boys. In 1939 the figure was 1,842 girls and 1,314 boys.

By far the greatest number of certificates were issued during the three years to minors between 16 and 18 years of age, with a much smaller

number going to minors between 12 and 16. In the last quarter of 1941 a total of 4,401 minors 16 to 18 years old obtained certificates and 998 children from 12 to 16 were allowed to begin employment.

The greatest number of minors certified went to work in non-manufacturing occupations such as agriculture, mining, wholesale and retail trades, utilities; personal, business and recreational services; newspaper, magazine and other delivery services; and NYA work. These occupational groups accounted for 4,233 of the certificates issued in the 1941 period. Permits to work in manufacturing industries were issued to 1,155 children. Only 11 minors were certified for construction work.

Commenting upon the increase in child labor, Commissioner Shuford recently stated: "This increase in child labor is a strong reason why women and older men should be trained to replace young men drafted for military service and employees who have gone into war production work. If the need for replacements in industry, retail and wholesale, and other business is great now, we may expect it to become several times as great by the end of the year. Unless many thousands of draft-exempt adults are trained, we may look for an even higher rate of increase in child labor."



## COMMISSIONER SHUFORD SPEAKS AT SAFETY CONFERENCE

The loss of working hours through industrial accidents is one of the foremost factors now operating to impede vital war production, Commissioner of Labor Forrest H. Shuford told delegates to the thirteenth annual State-wide Industrial Safety Conference in Charlotte on May 15.

Speaking to the furniture and wood-working section on "Today's Safety Problem in the Woodworking Industry Found During Inspection," the Commissioner declared that "our fate as a free nation rests upon the maintenance of uninterrupted production by our entire industrial plant.

"Arming ourselves is only half the job," he said. "We have three-fourths of a world to arm in the shortest possible time."

A total of 13,188 working days were lost during the fiscal year 1940-41 as a result of accidents in North Carolina's furniture industry alone. This is equivalent to the loss of 60 men for an entire year, the Commissioner said.

"These accidents, insofar as injuries to persons can be measured in monetary loss, cost \$82,317, in addition to the anguish and loss of earning power to the victims and their families and a decrease in total productive capacity.

"It is estimated that the hidden cost of accidents amounts to four times the sum of the exposed expenditure, somewhat like the 'hidden taxes' we hear so much about. Based on this estimate, the cost of accidents in furniture plants for the last fiscal year was \$82,317 paid out in cash and \$320,000 in hidden cost—a total in excess of \$400,000," he said.

The Commissioner cited examples of several of the more common accidents which occur in the furniture industry and suggested means of avoiding their recurrence in the future. Most severe accidents result from improperly guarded machines, he said.

"We must take the view that a man-hour lost in any industry is a man-hour lost to all industry. In the near future we may expect to see many, many thousands of men called from civilian jobs to take their part in war production. As a result of this, the death or permanent injury of a single skilled worker becomes an injury to the whole war program.

"If a furniture worker loses a hand or an arm while working at his machine, he may have to be replaced in order to maintain the minimum output necessary for meeting civilian needs and 'keepnig the home fires burning.' The skilled worker who replaces him, or the unskilled worker who has to be trained for the job, might be used in war production. For every worker permanently injured in civilian industry, the war program loses a valuable worker."

Commissioner Shuford said that despite the emphasis being placed upon military production for total war, a great many workers are still going to be needed to meet civilian requirements in the production of essential consumer's goods. The prevention of industrial accidents will do much to insure an adequate labor supply for both military and civilian needs, he said.

## WAGE-HOUR INSPECTIONS

Department of Labor inspectors assigned to make investigations under the Fair Labor Standards Act reported a total of 340 cases closed during April.

Among the 304 establishments which were found to be covered by the Wage and Hour Law, 138 were in full compliance; 83 were violating either the minimum wage or overtime provisions; and 83 others were violating the record keeping provision and other sections of the Fair Labor Standards Act.

Thirty-six firms were found not covered by the provisions of the law or out of business before completion of the case.

Eighty-eight establishments voluntarily paid \$32,606 in back wages to 938 employees who had received wages less than those called for under the provisions of the statute.

Regional wage-hour attorney, D. Lacy McBryde, reported the completion of four civil and two criminal court actions during the month, and the institution of one other civil action. In two criminal actions alleging willful violations of the Act, the defendants were fined \$500 and \$300 respectively in Federal Courts.

The wage and hour drive on the textile industry moved toward completion, with 38 inspection cases closed by the Department of Labor since last November. During the seven months of the compliance drive, 120 plants have been found in compliance and 257 in violation. The violations were distributed as follows: minimum wage, 42; overtime provision, 72; child labor, 8; record keeping, 240.

Sixty-four plants found in violation paid \$19,781 in back wages to 1,049 employees during the seven-months period.

The textile plants inspected so far employed a total of 129,184 workers covered by the provisions of the Wage and Hour Law.

## BOILER BUREAU

With only one inspector available for boiler inspections, 43 internal inspections of boilers were made by the Department of Labor during April.

Two inspectors completed 105 State inspections during April, 1941.

Insurance companies reported 313 internal inspections made during April of this year. The Department of Labor checked, approved and received fees on 220 reports from insurance companies and issued certificates to the plants.

## WAGES IN WAR INDUSTRY

Latest reports from the Bureau of Labor Statistics, United States Department of Labor, indicate that the majority of workers in war production are being paid less than \$50.00 a week and that a minority of skilled workers exceed that figure.

Here are the average weekly wages which workers in several important war industries have been receiving: Building construction, \$37.17; aluminum manufacture, \$39.39; blast furnaces, steel works and rolling mills, \$40.20; electrical machinery and supplies, \$41.10; foundry and machine shop products, \$41.98; explosives, \$44.26; aircraft, \$44.80; machine tools, \$50.87; ship-building, \$53.49.

## THE Veterans' Service Division

FRANK M. SASSER, Service Officer

April, 1942

Letters written .....	380
Folders reviewed .....	236
Examinations .....	28
Personal interviews .....	85
Hospitalization .....	24
Appearances before Rating Board .....	200
New cases .....	45
Old cases .....	460
Total cases .....	530
Compensation .....	25
Increased compensation .....	\$ 865.35
Back compensation .....	1,915.04
Total compensation .....	2,780.39

## DIVISION OF STANDARDS AND INSPECTIONS

The inspectors of the Division of Standards and Inspections reported routine inspections of 335 establishments with a total of 20,604 employees during April.

Compliance and follow-up visits were made to 105 establishments and two conferences were held.

A total of 634 violations of the provisions of the State Labor Law and rules and regulations were reported as follows:

Hour Law .....	33
Time Records .....	24
Child Labor .....	116
Sanitation .....	100
Seats .....	7
Drinking Water Facilities .....	29
Safety Code Violations .....	195
Miscellaneous .....	130

Compliance with the Labor Law and rules and regulations was secured in 458 cases, of which 149 were for child labor.

### Complaints

Two complaints were received and investigated during April. One complaint alleged that female employees of a cafe were being worked excessive hours. Investigation showed that the establishment was not covered by the State Labor Law.

Another complaint alleging that waitresses in a cafe were being worked excessive hours was investigated. When violations were found, the manager promised strict compliance with the law in the future.

There were no prosecutions during the month.

## WAGE ORDERS EFFECTIVE IN 56 INDUSTRIES

Minimum wage rates calling for payment of not less than 40 cents an hour are now in effect in 41 industries throughout the United States.

In 15 other industries wage rates of from 32½ to 38 cents an hour have been established by order of the Administrator of the Wage and Hour Division, United States Department of Labor, since the Fair Labor Standards Act became effective in October, 1938.

In other types of industry and business which come under coverage of the Act, the minimum wage is still 30 cents an hour. After October 24, 1945, a statutory minimum wage of 40 cents an hour will prevail in all industries engaged in or producing goods which move in interstate commerce.



# April Building Permits

Prepared by Statistical Division

## WPB HALTS NON-ESSENTIAL CONSTRUCTION

Estimated cost of construction in the 21 largest North Carolina cities during April showed a decrease of 18.5 per cent as compared to April last year, but an increase of 17.4 per cent as compared with March, 1942. Although the War Production Board halted all non-essential construction on April 9, there was a large increase in the estimated cost of non-residential building. Estimated expenditure for this type of construction was 69.9 per cent more than in April, 1941, and 210.1 per cent more than in March, 1942.

The War Production Board order prohibits any residential building other than repairs if the project is to cost more than \$500. Non-residential construction projects are limited to a cost of \$5,000. No residential or non-residential project exceeding these figures can begun without special permission. In addition no priority assistance will be given non-essential construction.

Total estimated cost of construction for April was \$1,495,443. Of this amount \$575,090 was for residential building, \$694,450 for non-residential

## TOWNS SPEND \$218,562

Twenty-four North Carolina towns of less than 10,000 population reported an estimated expenditure of \$218,562 during April. Of this amount \$132,849 was for residential building, \$22,568 for non-residential building, and \$63,145 for additions, alterations, and repairs.

Morehead City led the towns reporting with an expenditure of \$76,400. Southern Pines was second and Reidsville third. Towns reporting included Asheville, Burlington, Edenton, Forest City, Greenville, Hamlet, Hendersonville, Hickory, Kings Mountain, Lenoir, Lexington, Lincolnton, Lumberton, Monroe, Morehead City, Morganton, North Wilkesboro, Reidsville, Roanoke Rapids, Southern Pines, Spencer, Spindale, Washington, and Williamston.

building, and \$25,903 for additions, alterations, and repairs.

Wilmington led the cities reporting with an estimated expenditure of \$358,990. Charlotte was second and Raleigh third.

## TYPE OF APRIL BUILDING CONSTRUCTION IN 21 CITIES REPORTING

TYPE OF BUILDINGS	Buildings for Which Permits Were Issued	
	No.	Cost
<b>Residential Buildings:</b>		
One-family dwellings	198	\$554,040
Two-family dwellings	4	10,300
One-family and two-family dwellings with stores or shops therewith	3	3,450
Multi-family (three or more families) dwellings	2	7,300
<b>Total</b>	<b>207</b>	<b>\$575,090</b>
<b>Non-Residential Buildings:</b>		
Amusement and recreation places	2	\$ 2,400
Churches	2	10,000
Factories, hakeries, ice plants, laundries, and other workshops	1	6,500
Garages, private (when separate from dwelling)	36	13,490
Gasoline and service stations	1	600
Institutions	1	123,000
Office buildings, including banks	3	14,850
Schools	3	433,000
Sheds, poultry houses, contractors' temporary offices, etc.	7	485
Stables and barns	1	275
Stores and other mercantile buildings	21	83,865
All other non-residential	3	5,985
<b>Total</b>	<b>81</b>	<b>\$694,450</b>
<b>Additions, Alterations, and Repairs:</b>		
On residential buildings:		
Housekeeping dwellings	377	\$125,499
Nonhousekeeping dwellings	22	18,190
On non-residential buildings	80	82,285
<b>Total</b>	<b>479</b>	<b>\$225,903</b>

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 21 IDENTICAL CITIES, APRIL, 1941, AND APRIL, 1942

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	April, 1941	April, 1942	Percentage Change	April, 1941	April, 1942	Percentage Change
Total	736	767	+ 4.2	\$1,837,058	\$1,495,443	-18.5
Residential buildings	306	207	-32.3	1,055,888	575,090	-45.5
Non-residential buildings	95	81	-14.7	408,614	694,450	+69.9
Additions, alterations, and repairs	335	479	+42.9	372,556	225,903	-39.3

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 21 IDENTICAL CITIES, MARCH, 1942, AND APRIL, 1942

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	March, 1942	April, 1942	Percentage Change	March, 1942	April, 1942	Percentage Change
Total	666	767	+15.1	\$1,272,780	\$1,495,443	+17.4
Residential buildings	225	207	-8.0	756,445	575,090	-23.9
Non-residential buildings	57	81	+42.1	223,935	694,450	+210.1
Additions, alterations, and repairs	384	479	+24.7	292,400	225,903	-22.7

## SUMMARY OF APRIL, 1942, BUILDING CONSTRUCTION WORK IN 21 PRINCIPAL CITIES OF NORTH CAROLINA

Totals of April, 1941, Included for Comparison

CITY	No. of Buildings	Private Construction*	NEW RESIDENTIAL BUILDINGS				NEW NON-RESIDENTIAL BUILDINGS		ADDITIONS, ALTERATIONS AND REPAIRS		ESTIMATED COST OF ALL CONSTRUCTION WORK	
			ESTIMATED COST		FAMILIES PROVIDED FOR							
			April, 1941	April, 1942	April, 1941	April, 1942	April, 1941	April, 1942	April, 1941	April, 1942	April, 1941	April, 1942
Total	202	\$564,310	\$1,055,888	\$575,090	361	216	\$408,614	\$694,450	\$372,556	\$225,903	\$1,837,058	\$1,495,443
Asheville	2	8,700	2,500	8,700	1	2	12,430	10,875	36,104	9,062	51,034	28,637
Charlotte	68	227,600	223,085	230,600	60	72	99,200	20,275	111,475	30,541	433,760	281,416
Concord	1	3,600	27,700	3,600	8	1	29,000		8,560	4,339	65,260	7,939
Durham	29	100,825	141,675	100,825	37	30	30,850	6,500	22,260	13,561	194,785	120,886
Elizabeth City	4	9,400	1,000	9,400	1	4	150		2,000	3,950	3,150	13,350
Fayetteville	38	61,800	74,630	65,250	37	41	23,350	35,100	24,161	10,300	122,141	110,650
Gastonia	9	21,850	11,750	21,850	6	9	42,400	5,000	1,750		55,900	26,850
Goldsboro	4	22,300	11,000	22,300	8	4	1,300	23,900			12,300	46,200
Greensboro			126,350		32		2,500	760	29,452	24,559	158,302	25,319
High Point	3	12,850	64,950	12,850	60	3	1,630	2,205	11,208	27,857	77,788	42,912
Kinston	9	24,700	17,800	24,700	9	9	29,575	1,000		1,000	37,375	26,700
New Bern	1	1,500	3,650	1,500	4	1	3,095	11,300	3,530	12,845	10,275	26,645
Raleigh	9	31,700	64,000	31,700	15	10	6,900	104,500	5,100	7,235	76,000	143,435
Rocky Mount			22,400		13						73,800	
Salisbury	2	3,700	20,050	3,700	10	2	7,825		43,575		24,245	9,425
Shelby	4	9,090	11,900	9,090	5	5	200	700	3,995	5,025	19,118	17,190
Statesville	2	1,200	7,450	1,200	14	2	6,468	8,100	750		10,450	133,200
Thomasville	1	600	4,400	600	3	1	35			350	4,435	950
Wilmington	10	14,225	6,500	14,225	4	10	43,275	326,255	29,275	18,510	79,050	358,990
Wilson	5	4,900	17,700	4,900	4	5		1,835	2,500		20,200	6,735
Winston-Salem	1	3,800	195,398	8,100	30	5	65,431	4,145	36,861	56,769	297,690	69,014

\* One-family, two-family dwellings; totals included in new residential buildings.



# NORTH CAROLINA LABOR *and* INDUSTRY

Monthly Bulletin of the DEPARTMENT OF LABOR, FORREST H. SHUFORD, Commissioner

Vol. IX

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No. 6

## Compliance With Wage and Hour Law Secured Through Industry- Wide Inspections

The North Carolina Department of Labor is waging a ceaseless campaign to secure compliance with the Federal Wage and Hour Law in the industries of this State.

Inspectors of the Department of Labor are engaged in a daily effort to bring about a better understanding of the law and better compliance with its provisions throughout North Carolina industry.

To secure these ends, inspection drives are frequently made on entire industries. These drives, besides resulting in the discovery and correction of violations wherever they occur, have the added advantage of educating whole groups of employers and employees concerning the manner in which their businesses and jobs are affected by the Wage and Hour Law. While some employers neglect to pay certain employees the minimum wage established by the law or by an industrial wage-order, others fail to pay the proper wages for overtime worked after 40 hours a week. These infractions of the Fair Labor Standards Act must be guarded against, both by the employer, the employee, and the inspector, if full compliance with the law is to be established.

Another problem—one which accounts for the majority of violations in all industries inspected—is that of educating employers in keeping the employee and payroll records which are required by the Fair Labor Standards Act. These records, besides giving the inspector first-hand data upon which to base his inspection, also afford both management and workers protection by furnishing a permanent index to the number of hours worked each week and the exact amounts paid out in wages for such work.

(Continued on Page 3)

## BUREAU OF LABOR FOR THE DEAF REPORTS PROGRESS

In war and in peace, the eight hundred or more deaf workers in North Carolina Industry are doing their full part in contributing to the production of essential military and civilian goods, according to J. M. Vestal, Director of the Bureau of Labor for the Deaf in the North Carolina Department of Labor.

### CONFERENCE HELD

Dr. James G. Johnson, Assistant Administrator of the Wage and Hour Division of the U. S. Department of Labor, was in Raleigh recently to discuss with Commissioner of Labor Forrest H. Shuford and Governor J. Melville Broughton the terms of a new agreement for the fiscal year 1942-43 for enforcement of the Federal Wage and Hour Law in North Carolina.

The new agreement for 1942-43 has been drawn up and is expected to go into effect July 1. The new agreement will contain a few minor changes that are mutually satisfactory to both the State and Wage and Hour Division.

This agreement first went into effect on April 22, 1941, when the State Department of Labor assumed sole responsibility for making inspections under the Fair Labor Standards Act in North Carolina, for the work of analyzing and reviewing cases and of making recommendations to the National Office of the Wage and Hour Division for the closing of cases. North Carolina was the first State in the Union to conclude such an agreement with the Wage and Hour Division.

Created in 1923 as an "employment service" for the deaf, this Bureau has been of invaluable aid during its first nineteen years to citizens who suffer from the handicap of deafness. Hundreds of young persons who might otherwise have lived unproductive lives have been placed in jobs which make them a real part of a vitally functioning society.

"Deaf people, as a rule, do not beg," says Vestal. "They ask only for a chance to make a living in the same manner as other citizens. During the war they want to do more to make their nation safe against foreign aggression. Many of them whom I know personally are putting large amounts out of their small incomes into the purchase of War Bonds.

"If an employer is skeptical of the ability of a deaf worker to perform a job efficiently and for this reason refuses to give him a trial, he himself is handicapping a person who already suffers a natural handicap. The fact is that most deaf workers can perform with efficiency any kind of work except those types in which hearing is absolutely essential."

In making this statement Director Vestal speaks from knowledge, since he has spent the last nine years in a constant effort to promote the employment of the deaf in industrial jobs and other occupations. He has contacted hundreds of deaf workers, interviewed thousands of prospective employers, and carried on much correspondence in an effort to secure job openings for the deaf workers who are on his waiting

(Continued on Page 2)

## NORTH CAROLINA LABOR AND INDUSTRY MAILING LIST TO BE REVISED

As a result of a serious paper shortage, we feel that our mailing list should be revised. If you would like to have your name placed on our new mailing list to continue receiving NORTH CAROLINA LABOR AND INDUSTRY, please fill out this coupon and return it to Forrest H. Shuford, Commissioner, North Carolina Department of Labor, Raleigh, N. C.

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FORREST H. SHUFORD  
Commissioner of Labor  
MINNIE S. GOSNEY, Editor

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## FIRST MILESTONE PASSED

Dr. James G. Johnson, assistant administrator of the Wage and Hour Division, U. S. Department of Labor, recently visited Raleigh to discuss the terms of a new cooperative agreement for enforcement of the Federal Wage and Hour Law in North Carolina with Commissioner Shuford and Governor Broughton.

It was just a little over a year ago that General Phillip B. Fleming, then Administrator of the Wage and Hour Division, came to Raleigh to sign the agreement under the terms of which North Carolina became the sole enforcement agency of the law in this State.

On this anniversary of the conclusion of this important agreement, it is only fitting that the State Department of Labor should pay tribute to the inspectors and the technical and legal personnel who through their untiring efforts have helped to make the Wage and Hour Law a reality in our State. The inspectors who make investigations to assure compliance with the Fair Labor Standards Act have been doing this work since December 1, 1939. They are now equipped both by training and experience to render the same quality of inspection service in North Carolina as are inspectors in the various federally administered regions throughout the country.

The operation of the Wage and Hour Law in North Carolina during the past three and one-half years has served to raise the wage levels of many groups of employees who formerly received substandard wages. It has tended to eliminate the unfair competition of a small number of "sweat shop" employers who attempt to undersell their competitors by placing on the market at low prices goods produced by poorly paid labor. During the years preceding the war, the operation of the overtime compensation requirement did much to create an incentive to employers to train new workers, so that now there are probably several thousand skilled workers in the industry of our State who might never have received their training had the overtime requirement not been in effect.

The renewal of an agreement which has proven satisfactory to the people of our State, to the State Department of Labor, and to the Wage and Hour Division will cause North Carolinians to take a new pride in the activities of their State Department of Labor. All of the inspection, technical and legal personnel working for the Department under the cooperative agreement are natives of North Carolina.

The people of our State may have the satisfaction of knowing that this milestone of progressive labor legislation is administered by their fellow Tar Heels. Both workers and employers have

## Employment and Payrolls for North Carolina

Prepared by Statistical Division

Due to the new arrangement between the North Carolina Department of Labor and the Bureau of Labor Statistics, we have been able to increase the coverage of the statistical sample for North Carolina Employment and Payroll.

Your cooperation in supplying current information each month is earnestly desired and will be much appreciated. If your name is not on our mailing list, we shall be glad to add it in order that we might receive your employment data.

### Employment, Payrolls, and Earnings In All Manufacturing and Non-Manufacturing Industries APRIL-MAY, 1942

INDUSTRIES	No. Firms Reporting	EMPLOYMENT		PAYROLLS		AVERAGE WEEKLY EARNINGS		AVERAGE HOURS PER WEEK PER MAN		AVERAGE HOURLY EARNINGS	
		Number May, 1942	% Change Over Month	Amount May, 1942	% Change Over Month	Amount May, 1942	% Change Over Month	Amount May, 1942	% Change Over Month	Am't Cts. May, 1942	% Change Over Month
<b>Manufacturing Total</b> .....	821	191,826	— .9	\$4,026,387	+ 3.0	\$20.98	+4.0	38.8	+ 1.5	54.2	+ 2.6
Brick, Tile, Terra Cotta.....	9	705	— 3.8	10,940	†	15.51	+4.0	38.2	— 1.2	40.5	+ 7.1
Cotton Goods.....	199	89,367	— .2	1,760,336	+ 4.6	19.69	+4.8	38.9	+ 1.3	50.6	+ 3.4
Cottonseed—Oil.....	11	323	—39.3	4,558	—44.4	13.89	—8.4	36.6	—21.2	37.9	+16.2
Dyeing and Finishing.....	18	4,779	+ 1.2	96,853	+ 2.6	20.26	+1.4	39.0	— 1.5	52.0	+ 3.1
Fertilizer.....	37	1,082	—32.8	16,999	—36.0	15.71	—4.6	37.4	— 9.4	42.0	+ 5.5
Furniture.....	63	14,385	+ 1.7	288,992	+ 6.0	20.08	+4.1	40.0	+ 3.0	50.0	+ 1.2
Hosiery—Full Fashioned.....	52	13,371	— 3.0	299,644	— .7	22.40	+2.3	35.6	+ 2.2	62.7	— .1
Hosiery—Seamless.....	101	17,522	— 4.5	317,785	— 1.2	18.13	+3.4	33.7	+ 2.7	53.2	— .5
Knit Goods—Flat.....	8	4,963	+ 2.3	91,719	+ .2	18.48	—1.9	38.2	— 1.7	48.2	— .4
Lumber (Including Planing Mills).....	48	4,768	— .6	90,179	+ 5.0	18.91	+5.8	42.5	+ 2.6	44.5	+ 3.0
Paper Boxes (Corrugated Folded, Set-up).....	15	649	+ 1.0	12,650	+10.9	19.49	+9.8	39.3	+ 7.6	49.4	+ 1.8
Pulp Mills.....	4	3,309	+ .8	122,643	+ 2.2	37.06	+1.4	44.2	+ 1.1	83.6	+ .1
Printing and Publishing.....	22	502	— 1.7	15,532	+ .9	30.94	+2.7	38.2	+ 2.6	80.9	†
Rayon.....	15	5,836	+ 3.0	131,589	+ 8.4	22.54	+5.2	42.1	+ 1.2	53.5	+ 4.0
Tobacco Products (Snuff, Cigarettes, and Chewing Tobacco).....	8	10,090	— .6	278,703	+ 6.1	27.62	+6.8	37.9	+ 1.0	72.8	+ 5.8
*Woolen Mills.....											
Other Industries.....	211	20,170	— .2	487,265	+ 1.7	24.15	+1.9	41.1	+ .7	58.9	+ 1.3
<b>Non-Manufacturing Total</b> .....	677	11,072	— .2	\$ 216,783	— .1	\$19.57	+ .1	42.1	— .2	45.7	+ 1.1
Retail.....	393	4,673	+ 1.3	75,754	+ .3	16.21	— .9	39.2	— 1.0	42.6	+ .9
Wholesale.....	128	1,748	— 1.1	53,890	+ .4	30.82	+1.6	43.3	†	71.7	— .4
Laundries, Dyeing and Cleaning.....	22	1,116	+ 2.5	15,069	+ 3.8	13.50	+1.2	45.2	†	29.5	+ 1.0
Mines and Quarries.....	28	716	— 6.4	12,320	— 4.9	17.20	+1.5	39.5	— 1.9	43.4	+ 3.3
*Public Utilities.....											
Hotels.....	18	1,163	— 2.5	11,539	— 2.7	9.92	— .2	49.0	+ 3.5	22.4	+ 1.3
Insurance and Brokerage.....	49	803	— 2.3	29,565	— 1.7	36.81	+ .5	No hours reported			
Other Lines of Trade.....	39	853	— .4	18,646	+ .5	21.85	+ .9	44.1	— 1.1	49.6	+ 2.0
<b>Total—All Manufacturing and Non-Manufacturing</b> .....	1,498	202,898	— .8	\$4,243,170	+ 2.9	\$20.91	+3.8	38.9	+ 1.3	53.8	+ 2.4

† No change.

\* Insufficient data at time of release.

learned that the Fair Labor Standards Act is not one-sided legislation, and that it benefits not only employees by raising substandard wage levels, but that it is a stabilizer upon wages and prices at a time when our American economy stands most in need of stability.

After the war has been brought to a victorious conclusion, the minimum wage and overtime provisions will help to maintain a decent standard of living for millions of American workers and will tend to offset the terrible depression which almost certainly would result from a decrease in mass purchasing power.

It is thus with full confidence in the great social value and utility of the Wage and Hour Law that the North Carolina Department of Labor embarks upon its second year as the sole enforcement agency of the law for North Carolina.

### The N. C. State Federation of Labor Convention to be Held In Asheville

On the second Monday in August the North Carolina State Federation of Labor will hold its annual convention in Asheville. Plans are already being made for a program that will make the convention the best in recent years.

### BUREAU OF LABOR FOR THE DEAF REPORTS PROGRESS

(Continued from Page 1)

list. He has encouraged hundreds of young deaf people to fit themselves for useful employment.

Vestal stoutly maintains that where an employer has had previous experience with deaf workers, placing these workers in jobs under his supervision presents no problem, since the employer already has been convinced of their efficiency. Educating the public in the proven social usefulness of the deaf is the biggest task confronted by the Bureau.

The Director says that the records of accident insurance companies actually show that deaf workers are more careful in their work than most normal persons. Federal and State laws regulating the issuance of accident insurance do not discriminate against the deaf, but some policies contain clauses which tend to create an additional handicap, he says.

The great majority of workers placed in jobs by the Bureau are young people many of whom have just completed their work in the School for the Deaf. By the time a deaf person has reached middle age he has usually developed some kind of personal adjustment, whereas a younger person is usually striving to overcome his handicap.

(Continued on Page 3)



## WAGE-HOUR INSPECTIONS

A total of 336 wage-hour inspection cases were closed and 182 new inspections were started by the Department of Labor during May.

Among 318 manufacturing and business establishments which were found to be covered by the Wage and Hour Law, 79 were found in full compliance; 101 were violating either the minimum wage or overtime compensation provisions, and 138 were failing to keep the records required by the Fair Labor Standards Act.

Eighteen of the firms inspected were not covered by the provisions of the law or were out of business before completion of the case.

Eighty-nine establishments voluntarily agreed to pay \$53,252 to 1,430 of their employees who had been paid wages less than those called for under the minimum wage and overtime provisions of the wage-hour statute. This represents an average restitution of about \$37.00 to each employee receiving back wages.

Regional wage-hour attorney D. Lacy McBryde reported the completion of two criminal actions involving flagrant and wilful violations of the Wage and Hour Law, with fines of \$250 and \$1,200 assessed against the defendants by Federal courts in the State. Two civil actions were instituted and three others were completed during May.

In the special inspection drive on the textile industry, 42 mills were inspected during May. Of these, 20 were found in full compliance with the act. Among the 22 plants failing to comply, the violations were distributed as follows: minimum wage order, seven; overtime provision, 14; record-keeping requirements, 20.

Seven plants found in violation during the month made voluntary restitution of back wages to 45 employees amounting to \$1,109.

## COMPLIANCE WITH WAGE AND HOUR LAW SECURED THROUGH INDUSTRY-WIDE INSPECTIONS

(Continued from Page 1)

During the past three years the Department of Labor has conducted state-wide inspection campaigns in several leading industries in order to bring about compliance with these and other provisions of the Wage and Hour Law.

Seven entire industries were made the subjects of intensive inspection drives during the year 1940. These were the lumber, furniture, hosiery, leather and luggage, woolen goods, boots and shoes, and apparel manufacturing industries.

In 1941 the State's seasonal tobacco industry was inspected, in addition to the canning and preserving industry. Late in the year inspections were begun in North Carolina's approximately 500 textile manufacturing establishments.

Several extensive industries have been investigated by the Labor Department this year. Besides the textile industry drive, which is now nearly completed, inspection of Rural Electrification Administration branch-plant cooperatives was completed early in the year.

The latest campaign, which is now finished, has been concerned with securing wage-hour compliance in North Carolina's 361 banking institutions.

## BUREAU OF LABOR FOR THE DEAF REPORTS PROGRESS

(Continued from Page 2)

Thus, young people stand in particular need of active assistance from the State in securing training which will enable them to stand up in the world and take their places in a competitive society.

While many deaf men have been placed in industrial jobs, finding suitable work for deaf women is a much more difficult task. The majority of young deaf women hitherto have not had the advantage of industrial training. A great need exists for further State appropriations for the purpose of securing this training for them. Deaf women, says Vestal, adapt themselves particularly well to occupations in which deafness is not much of a handicap once the woman has been properly trained.

Finding work for deaf men is much easier. Among 22 deaf persons, most of them 20 years of age or less, who recently graduated from the N. C. School for the Deaf in Morganton, eight were men and 14 women. The women had received training only in typing and home economics courses. The men had had the opportunity of training themselves for work in carpentry, dairying, agriculture, dry cleaning, printing and poultry raising. It is thus apparent that the opportunities of deaf women for industrial training are almost negligible.

Vestal says that deaf men also make excellent plasterers. This is a good field, he says, because competition is not very great, wages are good, and there is always an abundance of this work to be done.

Other occupations in which deaf men have proven their ability are brickmasonry, carpentry, plumbing, electrical service work, jobs in paper box factories, work as printers, linotype operators, dry cleaners, radio repair jobs, and work in furniture plants. There are forty deaf persons working as linotype operators in North Carolina, says Vestal.

Not many deaf Negroes have taken advantage of the opportunities offered by the Bureau. Negro workers, who for the most part engage in common labor, manage to find their own jobs. The State also offers them educational facilities through the State School for the Negro Blind and Deaf located near Raleigh.

Much has been done for deaf workers through the facilities of the Department of Vocational Rehabilitation. This Department furnishes half of the wages of a young deaf apprentice in industry for a period of from two to six months, the employer furnishing the other half. After completing this period of training, the majority of deaf apprentices have attained sufficient skill at their jobs to take their place alongside normal workers. After a deaf worker has demonstrated his ability, his employer will not hesitate to accept his services permanently at the same wage which employees with normal hearing receive. Funds from Vocational Rehabilitation supply an incentive to employers to train deaf workers when otherwise they might hesitate to do so.

Director Vestal stresses the fact that deaf workers never use the facilities offered by Vocational Rehabilitation unless financial aid is absolutely necessary to their getting the job. It is the job that counts, he declares. Unemployed deaf persons want work, not rehabilitation.

## THE Veterans' Service Division

FRANK M. SASSER, Service Officer

May, 1942

Letters Written .....	300
Folders Reviewed .....	250
Examinations .....	25
Personal Interviews .....	73
Hospitalization .....	20
Appearances before Rating Board .....	165
New Cases .....	34
Old Cases .....	376
Total Cases .....	432
Compensation .....	22
Increased Compensation .....	\$1,677.62
Back Compensation .....	505.20
Total Compensation .....	2,182.82

## DIVISION OF STANDARDS AND INSPECTIONS

In May, 1942, the inspectors of the Division of Standards and Inspections made routine inspections of 271 establishments employing a total of 5,550 employees.

The inspectors made compliance or follow-up visits to 185 establishments and held four conferences.

A total of 568 violations of the provisions of the State Labor Law and its rules and regulations were reported as follows:

Hour Law .....	31
Time Records .....	25
Child Labor .....	169
Sanitation .....	56
Seats .....	5
Drinking Water Facilities .....	16
Safety Code Violations .....	107
Miscellaneous .....	159

Investigations were made at six establishments because of complaints received alleging violations.

One complaint alleging the existence of unsafe working conditions, lack of proper ventilation and lack of proper escapeways in an establishment was investigated. The investigation failed to substantiate allegations.

An investigation was made in a laundry because of a complaint alleging that the establishment's time records were not being properly kept. The investigation failed to substantiate allegations.

Investigations were made at two bake shops in the state because of complaints that the establishments were employing men excessive hours. The investigations resulted in prosecution of both parties.

In another bake shop an investigation was made upon receiving a complaint that male employees were working in excess of the maximum hour law. Due to change in testimony of witnesses the Solicitor and Labor Inspector agreed to nol pros the case.

An investigation was made in a bakery that allegedly worked male employees excessive hours and kept inaccurate time records. The defendant plead guilty and was charged with the minimum fine of ten dollars.

"While much is being accomplished toward the end of securing for the deaf their rightful place in the industry of our State, much still remains to be done," says Vestal. "We may confidently look forward to the time when every competent deaf person is productively employed, and to abolition of the conditions which tend at present to make misfits out of many deaf workers."



# May Building Permits

Prepared by Statistical Division

## BUILDING EXPENDITURE DROPS 89.7 PER CENT

The effect of the War Production Board order of April 9 halting non-essential construction was vividly shown by the state building report for May which revealed a drop of 89.7 per cent in estimated cost of construction. Estimated cost of construction for May, 1941, was \$2,232,976 while that for May, 1942, was only \$228,499. There was, also, a drop from 895 to 470 in number of permits issued. A comparison with April this year revealed a decrease of 84.7 per cent in estimated cost and of 38.7 in number of permits.

Of the total estimated expenditure \$19,740 was for residential building, \$47,978 for non-residential building, and \$160,781 for additions, alterations, and repairs. Residential building was confined to one-family dwellings, for which 20 permits were issued.

Charlotte led the 21 cities of more than 10,000 population reporting with an estimated expenditure of \$38,237. Winston-Salem was second with an expenditure of \$33,210 and Wilmington third with \$27,901.

Charlotte, N. C.—The Colonial Manufacturing Company, Inc., G. C. Pauls, president, is erecting a new manufacturing plant at 2130 South Boulevard.

## TOWNS SPEND \$69,840

Twenty-five North Carolina towns of less than 10,000 population issued permits for construction estimated to cost \$69,840 during May. Of this amount \$24,800 was for residential building, \$25,575 for non-residential building, and \$19,465 for additions, alterations, and repairs. Asheboro led the towns with an estimated expenditure of \$26,380. Edenton was second with an expenditure of \$8,500, and Burlington third with an expenditure of \$7,000.

Among the towns reporting were Asheboro, Burlington, Dunn, Edenton, Forest City, Hamlet, Henderson, Hickory, Kings Mountain, Lenoir, Lexington, Lincolnton, Lumberton, Mooresville, Morehead City, Morganton, Mount Airy, North Wilkesboro, Reidsville, Roanoke Rapids, Rockingham, Southern Pines, Spindale, Washington, and Williamston.

## WILMINGTON SHIPBUILDER LAUNCHING A SHIP A MONTH

The North Carolina Shipbuilding Company is completing and launching one ship a month under the new accelerated production plan. Approximately 100 ships have been contracted for by this one company. As each ship is completed in Wilmington, it joins the

## TYPE OF MAY BUILDING CONSTRUCTION IN 21 CITIES REPORTING

TYPE OF BUILDINGS	Buildings for Which Permits Were Issued	
	No.	Cost
Residential Buildings:		
One-family dwellings .....	20	\$ 19,740
Total .....	20	\$ 19,740
Non-Residential Buildings:		
Amusement and recreation places .....	1	\$ 3,000
Churches .....	4	7,100
Factories, bakeries, ice plants, laundries, and other work-shops .....	1	3,000
Garages, private (when separate from dwelling) .....	27	3,366
Office buildings, including banks .....	4	2,125
Public works and utilities .....	1	2,500
Schools .....	1	14,594
Sheds, poultry houses, contractors' temporary offices, etc. ....	8	4,023
Stores and other mercantile buildings .....	14	8,270
Total .....	61	\$ 47,978
Additions, Alterations, and Repairs:		
On residential buildings:		
Housekeeping dwellings .....	269	\$ 78,374
Nonhousekeeping dwellings .....	55	19,538
On non-residential buildings .....	65	62,869
Total .....	389	\$160,781

## MICA MINE REOPENED

With a determined effort to do its part in increasing the output of sheet mica—a strategic mineral vital to our total war program—the United Feldspar & Minerals Corporation of Spruce Pine, N. C., recently reopened its Deer Park Mine No. 5 near Penland, N. C.

One of the oldest feldspar and mica mines in North Carolina's Tri-County mining area, this mine had been idle for several years. A safety inspection of the mine was made recently by our mine inspector and safety engineer, Murray M. Grier, in company with J. P. McKinney, general mine superintendent.

U. S. merchant fleet to help keep needed supplies moving to our armed forces and our allies.

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 21 IDENTICAL CITIES MAY, 1941, AND MAY, 1942

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	May, 1941	May, 1942	Percentage Change	May, 1941	May, 1942	Percentage Change
Total.....	895	470	—47.4	\$2,232,976	\$228,499	—89.7
Residential buildings.....	361	20	—94.4	1,122,685	19,740	—98.2
Non-residential buildings.....	97	61	—37.1	758,995	47,978	—93.6
Additions, alterations, and repairs.....	437	389	—10.9	351,296	160,781	—54.2

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 21 IDENTICAL CITIES, APRIL, 1942, AND MAY, 1942

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	April, 1942	May, 1942	Percentage Change	April, 1942	May, 1942	Percentage Change
Total.....	767	470	—38.7	\$1,495,443	\$228,499	—84.7
Residential buildings.....	207	20	—90.3	575,090	19,740	—96.5
Non-residential buildings.....	81	61	—24.6	694,450	47,978	—93.0
Additions, alterations, and repairs.....	479	389	—18.7	225,903	160,781	—28.8

## SUMMARY OF MAY, 1942, BUILDING CONSTRUCTION WORK IN 21 PRINCIPAL CITIES OF NORTH CAROLINA

Totals of April, 1941, Included for Comparison

CITY	No. of Buildings	Private Construction*	NEW RESIDENTIAL BUILDINGS				NEW NON-RESIDENTIAL BUILDINGS		ADDITIONS, ALTERATIONS AND REPAIRS		ESTIMATED COST OF ALL CONSTRUCTION WORK	
			ESTIMATED COST		FAMILIES PROVIDED FOR		May, 1941	May, 1942	May, 1941	May, 1942	May, 1941	May, 1942
			May, 1941	May, 1942	May, 1941	May, 1942						
Total.....	20	\$19,740	\$1,122,685	\$19,740	407	20	\$758,995	\$47,978	\$351,296	\$160,781	\$2,232,976	\$228,499
Asheville.....			18,050		5		8,160	8,630	16,118	11,068	42,328	19,698
Charlotte.....			194,230		67		513,000	8,571	27,561	29,666	734,791	38,237
Concord.....			20,800		10		11,050	75	4,200	2,625	36,050	2,700
Durham.....			141,115		46		57,200		17,830	7,895	216,145	7,895
Elizabeth City.....			3,500		2		5,000	150		150	8,500	300
Fayetteville.....	13	16,800	218,240	16,800	89	13	21,900	945	18,765	9,154	258,905	26,899
Gastonia.....	1	400	8,900	400	6	1	1,800	2,500	600		11,300	2,900
Goldsboro.....			8,200		2		2,000			700	10,200	700
Greensboro.....	1	490	95,075	490	32	1	14,550	1,593	33,994	16,742	143,619	18,825
High Point.....			31,310		12		13,965	1,270	101,917	20,380	147,192	21,650
Kinston.....	2	950	13,050	950	12	2	8,400	1,075	5,900	2,500	27,350	4,525
New Bern.....			1,925		2		6,800		21,307	5,475	30,032	5,475
Raleigh.....			109,900		21		14,500	3,000	4,100	5,963	128,500	8,963
Rocky Mount.....			25,600		10		950	2,570	1,900	200	28,450	2,770
Salisbury.....	2	650	28,750	650	12	2	43,350	200	8,455	3,981	80,555	4,831
Shelby.....			26,500		17				300	570	26,800	570
Statesville.....			1,800		1						1,800	
Thomasville.....			1,700		1		1,450		2,170	100	5,320	100
Wilmington.....	1	450	24,950	450	12	1	25,100	16,769	3,900	10,682	53,950	27,901
Wilson.....			6,900		4		400		29,300	350	36,600	350
Winston-Salem.....			142,190		44		9,420	630	52,979	32,580	204,589	33,210

\* One-family and two-family dwellings; totals included in new residential buildings.



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# NORTH CAROLINA Labor and Industry

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## Industrial Conferences Create Wide Interest

Some 150 prominent industrialists from all parts of the South gathered in Asheville this month for a Conference of Industrial Executives. The theme of the meeting was the role of management in the war effort and the relations between management and labor. Talks were heard on "The Challenge of Relations During Wartime", "Executive Attitudes Toward Personnel During Wartime", and "The Challenge of Management Morale." The need for unity and co-operation between management, labor, and government was stressed as the keystone to an American victory.

Following this Conference, the industrialists adjourned to attend the Southern Conference on Human Relations in Industry held at Blue Ridge, N. C. About 600 representatives of government and industry attended a series of meetings to discuss problems of labor and management and to hear addresses by eight well-known industrial leaders and governmental representatives.

The program opened July 16 with an address on "Problems and Perspectives" by George D. Heaton, Pastor of the First Baptist Church of Lynchburg, Va.

On Friday, July 17, an address was heard on "Wartime Problems of Industrial Relations" by Lawrence A. Appley, Consultant to the Secretary of War on Civilian Personnel. Breaking up into group conferences, delegates heard talks on "Where Is Our Labor Supply Coming From", by John J. Corsen, Director of the U. S. Employment Service Social Security Board; "Training Workers for War Production", by William Conover, Assistant Director of the Training Within Industry Division of the War Manpower Commission; "The Value of Selection and Placement Tests", by R. S. Driver, Assistant Director of the Atlantic Refining Company's Industrial Relations Department; "Job Analysis and Evaluation", by S. L. H. Burk, Chief Job Analyst of the Atlantic Refining Company; "The Use of Women Workers in War Industry", by George S. Hastings, Manager of Industrial Relations for the Vultee Aircraft Corporation; and "Adjusting Wartime Compensations", by A. L. Kress, Assistant to the President of Republic Aviation Company. "Industry's Supreme Challenge" was the subject of an address by George Meade, member of the War Labor Board.

## TOBACCO WORKERS TO GET 40 CENTS AN HOUR

The pay of about 20,000 employees in North Carolina tobacco processing plants will be increased substantially on August 10 when a 40-cents an hour wage order for the cigarette, cigar, and tobacco products industry goes into effect.

Recommended by special industry committees on which prominent North Carolinians were represented, the new tobacco wage rates were ordered by L. Metcalfe Walling, national wage-hour Administrator.

### Accident Bottleneck

Manpower lost through industrial accidents continues to be one of the greatest bottlenecks in America's war production effort.

In 1941 the United States lost approximately 2,000,000,000 manhours due to preventable accidents. This year, with many more workers employed and more hours being worked, the situation has grown about 29 per cent worse, according to the U. S. Bureau of Labor Statistics.

### More Children Working In North Carolina Industry

The State Department of Labor has issued 12,736 certificates during the past six months permitting minors under 18 years of age to work in North Carolina industries.

Only 9,890 employment certificates were issued to minors during the same period last year. Comparison of the figures for the two years reflects the growing tendency to fill non-war jobs left by adults by recruiting children.

Of the minors certified for work so far this year, 8,959 were boys and 3,777 girls. The vast majority of the young people who went to work were 16 and 17 years old. Minors in this group totaled 10,698, accounting for more than four-fifths of the total number to whom certificates have been issued. Only 2,038 children from 12 to 15 years of age have been certified for work this year. Of these, 1,468 were boys and 570 girls.

The shortage of adult workers in industries manufacturing civilian goods is reflected in the fact that the number of minors certified for employment in manufacturing industries has shown a marked increase, while the number certified for work of a non-manufacturing type has actually decreased.

Among the minors 16 and 17 years of age, 7,254 were certified for work in various manufacturing industries this year and 4,919 in the first half of 1941. This year 3,321 minors were certified

(Continued on page 2, column 2)

Since North Carolina is the nation's leading tobacco producer and manufacturer, employees in Tar Heel tobacco plants will be more widely affected by the 40-cent minimum than those of any other state. According to the latest available Census of Manufactures, ten cigarette manufacturing plants alone employed a total of 17,417 workers. The average number of permanent employees in the State's cigarette and tobacco products industry is well in excess of 15,000. In 1939, the latest year for which Census figures are available, nearly \$14,000,000 was paid in wages to these employees. North Carolina employs nearly two-thirds of all the cigarette workers in the United States.

Between fifty and sixty thousand workers are employed annually in all branches of the tobacco industry in North Carolina. About 35,000 workers are employed seasonally by more than 100 redrying establishments. The pay of more than half of these tobacco workers will be raised by the 40-cent minimum.

Employees engaged in grading, sorting, conditioning, redrying, stemming, packing, and storing tobacco will be among the groups affected. Previously, these employees have been covered only by the statutory minimum wage of 30 cents an hour provided by the Fair Labor Standards Act. About 20,000 of these workers will get a clear pay raise of 10 cents an hour, since a large percentage of them have received only the minimum.

The Wage and Hour Division estimates that a total of 5,000 workers in tobacco manufacturing plants and about 40,000 leaf processing workers throughout the nation will receive pay increases because of the new minimum.

During recent months the average hourly wage paid in Tar Heel cigarette, snuff, chewing and smoking tobacco plants has been about 70 cents, one of the highest paid groups in the industry of the State. Workers in these establishments, who receive wages far higher than those in most redrying and processing plants, will not be greatly affected by the new wage order. The majority of seasonal workers who will benefit from the order are in the redrying and processing establishments.

Handlers, stemmers, and processors

(Continued on page 3, Column 1)



# NORTH CAROLINA LABOR and INDUSTRY

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MINNIE S. GOSNEY, Editor

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## Labor Laws and the War

During the first few months immediately following America's entry into the war, male employees in many war production plants adopted a voluntary seven-day week. When it became apparent that winning the war was to be a matter of years rather than of weeks or months, the desirability of limiting the workweek to six days in most cases became more and more obvious.

Experience has shown that the interlude of one day's rest in seven has a revitalizing effect upon the worker and a consequent beneficial effect upon total output. Hours of work may be increased up to a certain point with a resulting increase in production, but when they are increased beyond the maximum at which fatigue begins to accumulate in the worker, a decline in production inevitably follows.

Labor commissioners of seventeen states and representatives of the Army, Navy and Maritime Commission, meeting in Washington recently to study the relaxation of certain state labor laws to increase production, expressed the unanimous opinion that, in general, labor laws have already been brought into line with requirements for maximum production. Highly satisfactory results were found to have been produced by a program calling for certain relaxations in state labor laws adopted last January. The program, under which maximum-hour statutes in some states were to be relaxed where the laws permitted such relaxation, was found to have been carried out with a minimum effect upon labor standards as a whole.

Two points in the January statement of policy were found to have been adhered to closely in all the affected industrial states. These were the provisions calling for one day's rest in seven and for a meal period during all long workshifts. The seventeen commissioners agreed, along with the Army, Navy and Maritime representatives, that these policies contribute to worker efficiency and maximum production.

Another important point in the policy adopted was that there should be no relaxation of standards governing the employment of minors under 16 years of age. While child labor has increased greatly, both in North Carolina and other industrial states, the effort to keep employment standards for children at the same level as before the war has met with success.

Relaxation of laws restricting working hours for men and women has been necessary in some states in order to meet shortages in available labor supply. However, an effort has been made to shorten the period dur-

## Employment and Payrolls for North Carolina

Prepared by Statistical Division

Due to the new arrangement between the North Carolina Department of Labor and the Bureau of Labor Statistics, we have been able to increase the coverage of the statistical sample for North Carolina Employment and Payroll.

Your cooperation in supplying current information each month is earnestly desired and will be much appreciated. If your name is not on our mailing list, we shall be glad to add it in order that we might receive your employment data.

### Employment, Payrolls, and Earnings In All Manufacturing and Non-Manufacturing Industries MAY-JUNE, 1942

INDUSTRIES	No. Firms Reporting	EMPLOYMENT		PAYROLLS		AVERAGE WEEKLY EARNINGS		AVERAGE HOURS PER WEEK PER MAN		AVERAGE HOURLY EARNINGS	
		Number May-June, 1942	% Change Over Month	Amount May-June, 1942	% Change Over Month	Amount May-June, 1942	% Change Over Month	Amount May-June, 1942	% Change Over Month	Am't Cts. May-June, 1942	% Change Over Month
<b>Manufacturing Total</b> .....	803	200,970	— .3	\$4,181,670	— .5	\$20.80	— .9	39.1	— .2	53.2	+ .1
Brick, Tile, Terra Cotta.....	10	784	— 3.9	12,752	+ 7.0	16.26	+ 2.9	41.3	+ 5.8	41.3	+ 2.2
Cotton Goods.....	239	110,023	— .6	2,198,544	— 1.0	19.98	— .3	39.2	NoChg.	50.9	— .3
Cottonseed—Oil.....	11	253	— 20.6	4,362	— 1.0	17.24	+ 24.7	44.8	+ 23.4	38.4	+ 1.3
Dyeing & Finishing.....	19	5,519	— 1.5	112,347	— 2.0	20.35	— .5	38.6	— 1.7	52.6	+ 1.1
Fertilizer.....	37	744	— 19.1	12,154	— 14.3	16.33	+ 5.9	37.9	— 1.0	43.0	+ 6.9
Furniture.....	47	9,344	+ 2.8	186,100	+ 4.7	19.91	+ 1.8	40.1	+ 1.5	49.1	— .2
Hosiery—Full Fashioned.....	41	11,296	— 2.2	246,843	— 4.4	21.85	— 2.3	34.9	— 2.7	62.4	+ .4
Hosiery—Seamless.....	93	15,196	— 1.1	255,058	— 3.7	16.78	— 2.6	34.4	— 1.7	48.1	+ .2
Knit Goods—Flat.....	7	4,777	— 1.6	87,871	— 1.7	18.39	NoChg.	38.7	+ 1.0	47.4	— 1.0
Lumber (Including Planing Mills).....	52	4,855	+ .3	90,302	— .5	18.59	— .8	41.5	— 2.1	44.7	+ .9
Paper Box (Corrugated, Folded & Set-Up).....	17	758	— 8.2	13,109	— 15.3	17.29	— 7.6	35.6	— 8.7	50.2	+ 2.4
Pulp Mills.....	4	3,356	+ 1.4	124,298	+ 1.3	37.03	NoChg.	43.6	— 1.3	84.9	+ 1.5
Printing & Publishing.....	20	404	+ .2	12,869	— .1	31.85	— .3	38.0	— 1.2	83.7	+ .9
Rayon.....	18	6,650	+ .7	147,930	— .6	22.24	— 1.3	43.1	— .9	51.6	— .1
Tobacco (Snuff, Cigarettes, & Chewing Tob.).....	4	6,664	+ .1	202,415	+ 10.3	30.37	+ 10.1	41.1	+ 6.7	73.7	+ 3.0
Woolen Mills.....				Insufficient Data At Time of Release							
Other Industries.....	184	20,347	+ 2.4	474,716	+ .5	21.80	— 1.7	40.8	— 1.9	57.3	— .1
<b>Non-Manufacturing Total</b> .....	855	14,280	— .6	\$264,765	+ .9	\$18.54	+ 1.5	38.7	+ 1.8	41.1	+ .2
Retail.....	517	6,969	— 1.7	99,803	— .1	14.32	+ 1.5	34.7	+ 2.0	39.2	— .2
Wholesale.....	133	1,571	+ .9	47,851	+ .1	30.45	NoChg.	42.7	— .4	72.3	+ .4
Laundries, Dyeing & Cleaning.....	25	1,416	+ 4.9	19,596	+ 9.2	13.83	+ 3.9	45.6	+ 2.0	30.3	+ 2.7
Mines & Quarries.....	25	779	— .6	14,060	+ 5.2	18.04	+ 5.8	40.8	+ 6.2	44.2	— .2
Public Utilities.....				Insufficient Data At Time of Release							
Hotels.....	16	1,010	— 4.6	10,470	— 1.6	10.36	+ 3.1	46.4	— 5.3	22.6	+ .8
Insurance & Brokerage.....	81	1,695	— .6	58,387	— .3	34.44	+ .2	No Hours Reported			
Other Lines of Trade.....	58	840	+ 2.8	14,598	+ 3.4	17.37	+ .6	45.2	+ 3.1	32.9	+ 3.1
<b>Total—All Manufacturing and Non-Manufacturing</b> .....	1,658	215,250	— .4	\$4,446,435	— .4	\$20.65	NoChg.	39.1	— .2	52.6	NoChg.

ing which all-out production is dependent upon continuance of these relaxations.

Exemptions from statutes setting up maximum hour standards have been permitted in most states only upon an individual worker basis, with no blanket exemptions allowed. The exemptions, where granted, have been confined to specific industries the full operation of which is essential to prosecution of the war.

The fact that state labor laws have been relaxed only in cases of actual necessity and only for the purpose of increasing the flow of war materials in itself constitutes a tribute to the firmness and intelligence of our state and national labor administrations. While some elements in our population seized upon the war situation as an excuse for destroying all progressive labor legislation, the leaders of our war program and of our state labor administrations have wisely held to the principle that a war to preserve the democratic way of life should be prepared for and fought in as democratic a manner as possible.

### More Children Working In North Carolina Industry

(Continued from page 1)

for employment in non-manufacturing industries, a decrease of 306 from

last year's 3,627. Only 86 minors were issued employment certificates for construction work this year, compared with 59 during the first half of last year.

It should be noted that the number of certificates currently being issued furnishes no complete index to the total number of minors actually working. Children may be certified for work, within prescribed limitations, upon reaching their twelfth birthday. Thus, minors who were certified for work at the age of 12 five years ago might still be working as minors 17 years of age. Many certificates are also issued for vacation and part-time work, and many others are reissued when a minor wishes to change from one job to another or when he reaches the age of 16 and is permitted to work longer hours than before.

Commissioner Shuford pointed out recently that the underlying purpose of child labor legislation is to regulate child labor, not to prohibit it entirely.

"Our present North Carolina child labor laws, which were designed primarily to prevent the exploitation of children, are regarded as being the best in the country," he said. "Our laws, while not prohibiting the employment of minors generally, set up standards regarding age, hours of work, safety and other conditions of employment. Hazardous occupations,



for example, are entirely forbidden to minors under 16 years of age. However, there remain abundant employment opportunities for young people, as is demonstrated by the large number of children under 18 now working in the State.

"At the present time, when many young persons are being used to replace adult workers called from civilian production into war jobs, our laws do not prohibit the employment of minors, but they do furnish certain standards for the employment of children which are strictly enforced."

### Tobacco Workers To Get 40 Cents An Hour

(Continued from page 1)

of cigar leaf tobacco in cigar factories or in dealers establishments will receive a minimum of 35 cents an hour under the new pay scale. A number of workers in this group will also receive pay increases, but the number of cigar workers in North Carolina is small when compared with the thousands who work in cigarette and smoking tobacco manufacture.

Tar Heels who served on the cigarette and tobacco products industry committee were Douglas B. Maggs of Duke University, public representative; S. E. Blane of Durham, employee representative; and James S. Ficklen of Greenville and W. H. Ogsbury of Durham, employer representatives.

### North Carolina Minerals Used In War Production

By CHARLES PARKER

Western North Carolina is an important storehouse of minerals which the nation must have to wage the war.

The division of mineral resources of the Department of Conservation and Development is working in full cooperation with local enterprise and federal agencies in gaining maximum benefit from these natural resources.

A potentially large source of magnesium, invaluable in aerial warfare, has been discovered in the huge olivine deposits of our mountain country. Already extensive surveys have been made by our mineral resource division and the Tennessee Valley Authority, which prove that the raw material is present in great abundance—in excess of a billion tons—and studies are now being made of methods for extracting it.

The largest concentration of olivine discovered in the State is the Webster-Balsam deposit near Webster. Other olivine deposits now being worked are at Balsam Gap, Jackson County; and Day Book, Yancey County.

Sixty percent of the mica now produced in the nation comes from Western North Carolina. This fills a breach left when imports were cut off from foreign sources. Mica is essential in the manufacture of spark plugs and radio equipment. Principal mica deposits are in the Spruce Pine area.

The State is also producing aluminum on a large scale, and there is also some production of manganese, asbestos, chromite and nickel—all essential to war industry.

Non-metallic minerals, of which kaolin and feldspar are the most important, are also being quarried in large

volume and being used in war production.

In the Eastern part of the State an entirely new development, which gives promise of being developed into a million dollar industry, is being undertaken by the du Pont Company in Albemarle Sound under contractual arrangements with the Department of Conservation and Development. This is the recovery of ilmenite from sand. This is the ore of titanium, essential ingredient of certain paints and papers. Ilmenite formerly was imported from India, and the North Carolina deposits may represent the best chance to replenish stocks domestically.

### Wage-Hour Inspections

A total of 1,827 wage-hour inspection cases were closed by the Department of Labor during the six-month period from January through June this year.

In the same period wage restitution in the sum of nearly \$300,000 was made by 538 firms to 9,959 employees who had received wages less than those required by the minimum wage and overtime provisions of the Fair Labor Standards Act.

Among 1,571 plants found to be covered by provisions of the Wage and Hour Law, inspectors found violations in 1,081. Approximately 600 of these violations, or slightly less than half, were of the minimum wage and overtime requirements, and 563 firms were failing to keep the employee and payroll records required by the Act. Less than one-third of the inspected firms were in full compliance with the law. A total of 244 of the plants designated for inspection were found not subject to the Act or out of business before completion of the case.

Regional U. S. Attorney D. Lacy McBryde, who is in charge of litigation for the Wage and Hour Division in North Carolina, reported the completion of 19 civil and six criminal actions against wage-hour violators during the six-month period. Substantial fines were levied against seven defendants convicted of flagrant and wilful violations. These consent decrees were entered and one injunction was secured against a firm violating the child labor provisions of the Act.

A total of 304 of the cases were closed during June. Among 248 of these found covered by the law, 83 were in full compliance; 88 were violating either the minimum wage or overtime provisions; and 77 were failing to keep the required employee and payroll records. Ninety-nine firms voluntarily paid \$38,923 in back wages to 1,301 employees during the month. Two civil actions and one criminal action were completed during the month, the Legal Branch reported.

In the inspection drive on the textile industry, 25 inspections were reported during June. Ten mills were found in compliance. Among the 15 in which violations were found, the violations were reported as follows: minimum wage, six; overtime provision, nine; record keeping requirements, 14.

Burlington, N. C.—Capacity of Glenover Hosiery Mills of Burlington has recently been increased from 20 to 30 machines.

## THE Veterans' Service Division

FRANK M. SASSER, Service Officer

June, 1942

Letters written .....	400
Folders reviewed .....	300
Examinations .....	20
Hospitalization .....	13
Personal interviews .....	123
New cases .....	45
Old cases .....	401
Total cases .....	468
Compensation .....	23
Increased compensation .....	\$ 636.91
Back Compensation .....	1,256.28
Total compensation .....	1,893.19

### Veteran's Service Division Makes Annual Report

The sum of \$40,995.47 was secured in compensation for veterans and their families during the fiscal year 1941-1942, according to the annual report of Frank M. Sasser, State Service Officer of the Veteran's Service Division.

Of this amount, \$30,007.01 was secured as back compensation and an additional \$10,988.46 represented increased compensation. A total of 265 individuals and families benefitted from these amounts.

The Veteran's Service Division, a unit in the State Department of Labor, handled a total of 5,418 cases during the year, of which 4,506 were old cases and 671 were new. Hospitalization was secured for 253 veterans, out of 263 who were examined for this purpose.

The Division conducted 1,195 personal interviews, reviewed 2,656 case folders, and wrote 5,028 letters during the year, according to the report.

### Division of Standards and Inspections

In June, 1942 the inspectors of the Division of Standards and Inspections made routine inspections of 638 establishments employing a total of 15,441 employees.

Compliance and follow-up visits were made to 99 establishments. Fifty-six conferences were held.

A total of 1,098 violations of the State Labor Law and rules and regulations were reported as follows:

Hour Law .....	55
Time Records .....	38
Child Labor .....	440
Sanitation .....	3
Seats .....	3
Drinking Water Facilities .....	46
Safety Code Violations .....	172
Miscellaneous .....	261

Corrections were reported in 904 instances, 383 of which pertained to the State Child Labor Law.

Lincolnton, N. C.—Great improvements have been made recently in the Balston Yarn Mills, Inc. New floors and lighting have been installed and the plant has been painted throughout. The plant specializes in making fine combed specialty yarns, much of which is used in war production.

Concord, N. C.—Fourteen circular knit seamless machines for the production of ladies' hosiery have been installed by the Hoover Hosiery Company, which manufactures full-fashioned hosiery.



# June Building Permits

Prepared by Statistical Division

## Hickory Leads Towns

Twenty-three towns of less than 10,000 population reported a total of \$54,620 spent for construction during June. Of this amount \$11,125 went for residential building, \$12,185 for non-residential building, and \$31,310 for additions, alterations, and repairs.

Hickory led the towns with an estimated cost of construction of \$17,785. Washington was second with an expenditure of \$8,600 while Mooresville was third with \$5,860.

Towns reporting included Asheboro, Belmont, Burlington, Graham, Eden-ton, Forest City, Greenville, Hamlet, Hickory, Kings Mountain, Lenoir, Lexington, Lincolnton, Lumberton, Mooresville, Morehead City, North Wilkesboro, Roanoke Rapids, Southern Pines, Spencer, Spindale, Wash-ington, and Williamston.

## June Building 174.2 Per Cent Above May

Building expenditure in the 21 largest North Carolina cities during June was 67.5 per cent below that of June last year but was 174.2 per cent above that of May this year. Number of permits issued decreased 32.9 per cent from last year but showed an in-

crease of 18.0 per cent over the pre-vious month.

The total estimated cost of construc-tion was \$626,697. Of this sum \$232,-322 was for residential building, \$30,-875 for non-residential building, and \$363,500 for additions, alterations, and repairs. Five hundred fifty-five per-mits were issued, 91 of which were for residential buildings, 44 for non-residential buildings, and 420 for addi-tions, alterations and repairs.

Charlotte led the cities with an esti-mated expenditure of \$210,046. Dur-ham was second with \$114,203 and Fayetteville third with \$102,036.

## New Homeworker Regulations Issued for Women's Apparel Industry

No industrial homework in the women's apparel industry in North Carolina may be done in or about a home, apartment, tenement or room in a residential establishment after November 30 except by persons ob-taining special homework certificates from the Wage and Hour Division, according to new regulations issued recently by L. Metcalfe Walling, wage-hour Administrator.

Each employer of homeworkers will be required to submit to the North Carolina Department of Labor

on April 1 and October 1 of each year the homework handbooks of each em-ployee employed by him during the preceding six-months period.

Certificates authorizing the employ-ment of homeworkers in the industry may be issued only upon application upon forms provided by the Wage and Hour Division.

According to the regulations, no homeworker shall perform industrial homework for more than one em-ployer in the women's apparel in-dustry. However, homework employ-ment in another industry shall not act as a bar to the issuance of a homework certificate in the women's apparel industry.

Certificates issued under the new regulations shall be valid for a period not exceeding 12 months, or for a shorter period of time fixed in the certificate. Violation of any pro-vision of the Fair Labor Standards Act shall be sufficient grounds for revocation of all certificates issued to an employer.

## Type of June Building Construction in 21 Cities Reporting

TYPE OF BUILDINGS	Buildings for Which Permits Were Issued	
	No.	Cost
Residential Buildings:		
One-family dwellings .....	89	\$226,942
Two-family dwellings .....	1	5,000
Non-housekeeping dwellings .....	1	380
Total .....	91	\$232,322
Non-residential Buildings:		
Factories, bakeries, ice plants, laun-dries, and other workshops .....	5	\$ 4,850
Garages, private (when separate from dwellings) .....	19	3,030
Gasoline and service stations .....	1	25
Office buildings, including banks .....	2	500
Sheds, poultry houses, contractors' temporary offices, etc. ....	6	980
Stables and barns .....	1	550
Stores and other mercantile buildings...	4	18,650
All other non-residential .....	6	2,290
Total .....	44	\$ 30,875
Additions, Alterations, and Repairs:		
On Residential buildings:		
Housekeeping dwellings .....	260	\$ 62,882
Non-housekeeping dwellings .....	61	22,679
On non-residential buildings .....	99	277,939
Total .....	420	\$363,500

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 21 IDENTICAL CITIES, JUNE, 1941, AND JUNE, 1942

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	June 1941	June 1942	Percentage Change	June 1941	June 1942	Percentage Change
Total .....	828	555	-32.9	1,931,774	626,697	-67.5
Residential buildings .....	342	91	-73.3	1,120,517	232,322	-79.2
Non-residential buildings .....	110	44	-60.0	462,649	30,875	-93.3
Additions, alterations, and repairs .....	376	420	+11.7	348,608	363,500	+4.2

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 21 IDENTICAL CITIES, MAY, 1942, AND JUNE, 1942

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	May 1942	June 1942	Percentage Change	May 1942	June 1942	Percentage Change
Total .....	470	555	+18.0	228,499	626,697	+174.2
Residential buildings .....	20	91	+355.0	19,740	232,322	+1,076.9
Non-residential buildings .....	61	44	-27.8	47,978	30,875	-35.6
Additions, alterations, and repairs .....	389	420	+7.9	160,781	363,500	+126.0

## SUMMARY OF JUNE, 1942, BUILDING CONSTRUCTION WORK IN 21 PRINCIPAL CITIES OF NORTH CAROLINA Totals of June, 1941, Included for Comparison

CITY	No. of Build-ings	Private Construc-tion	NEW RESIDENTIAL BUILDINGS				NEW NON-RESIDENTIAL BUILDINGS		ADDITIONS-ALTERA-TIONS AND REPAIRS		ESTIMATED COST OF ALL CONSTRUCTION WORK	
			ESTIMATED COST		FAMILIES PROVIDED							
			June 1941	June 1942	June 1941	June 1942	June 1941	June 1942	June 1941	June 1942	June 1941	June 1942
Total .....	90	231,942	1,120,517	232,322	375	90	462,649	30,875	348,608	363,500	1,931,774	626,697
Asheville .....			35,650		10			300	3,395	4,640	39,045	4,940
Charlotte .....			215,682		67		67,495	1,000	26,460	209,046	309,637	210,046
Concord .....			4,500		2		1,750		8,300	2,268	14,550	2,268
Durham .....	35	105,895	124,985	105,895	36	35	55,300		13,600	8,308	193,885	114,203
Elizabeth City .....	3	2,900	14,450	2,900	5	3	6,500		200		21,150	2,900
Fayetteville .....	40	97,747	169,900	97,747	71	40	21,550	855	25,940	3,434	217,390	102,036
Gastonia .....	1	5,000	5,000	5,000	1	1	100				5,100	5,100
Goldsboro .....	1	2,500	3,950	2,500	5	1	4,100	500	15,000		23,050	3,000
Greensboro .....	1	400	113,000	400	36	1	3,948	345	58,622	48,822	175,570	49,567
High Point .....			22,925		11		27,211	4,580	98,691	12,283	148,827	16,863
Kinston .....	1	500	19,300	500	9	1			7,400	700	26,700	1,200
New Bern .....	5	15,000	900	15,000	2	5	5,145	4,125	13,050	4,235	19,095	23,360
Raleigh .....			105,100		24		52,600		2,375	1,500	160,075	1,500
Rocky Mount .....			45,750		20		1,300	110	3,000	3,100	50,050	3,210
Salisbury .....			39,450		10		23,900	25	12,200	6,502	75,550	6,527
Shelby .....	2	1,500	10,000	1,500	14	2	1,625		1,100	786	12,725	2,286
Statesville .....							1,000				1,000	
Thomasville .....			4,800		4				260		5,060	
Wilmington .....			13,500		5		7,600	18,205	41,205	15,504	23,505	33,709
Wilson .....	1	500	19,500	800	5	1	3,625		75		23,200	880
Winston-Salem .....			152,175		38		177,900	730	17,735	42,372	347,810	43,102



# Labor and Industry

Monthly Bulletin of the Department of Labor, Forrest H. Shuford, Commissioner

Vol. IX

RALEIGH, N. C., SEPTEMBER, 1942

No. 9

## LABOR PRODUCES FOR VICTORY

by  
C. A. FINK, President,  
North Carolina State Federation  
of Labor

The year 1942 is soon to enter its closing quarter, and we of the Labor Movement together with business management, are in a position to take stock of our efforts and accomplishments during the past nine months.

I might say at this time that never in the history of Organized Labor has the relation between Labor and Capital been on a more friendly basis, or has there ever before been a more sincere respect for the rights of each.

There are some who will disagree with the foregoing statement but a careful analysis of the situation will bear out my assertion. While it is true there have been a number of unauthorized strikes which have flared up and lasted but a few days, we must admit that arbitration by fact-finding bodies has prevented major stoppage of work in our large industries. This is particularly true since the unprovoked attack on Pearl Harbor. That cowardly blow, delivered on a peaceful Sunday, cemented all classes into a united nation whose sole aim is to carry the war to a victorious conclusion and as speedily as possible.

With this idea in mind, all of the larger organizations have pledged their memberships not to participate in a strike that would hamper war production. In addition, these organizations have voluntarily relinquished double time pay for Sundays, which had been accorded to them by negotiation prior to the war. An untruth which received wide circulation was that labor would work but forty hours per week. Those who cared to investigate found

(Continued on page 3, col. 1)



GOVERNOR J. MELVILLE BROUGHTON

STATE OF NORTH CAROLINA  
GOVERNOR'S OFFICE, RALEIGH

*Greetings to North Carolina Labor:*

Labor Day in North Carolina will this year be more significant and important than ever before. Following conferences with leaders of labor and management it has been unanimously decided to designate Labor Day, Monday, September 7, 1942, as recognition day for North Carolina labor for its part in the war program. Every industrial community in the state has been invited to cooperate.

North Carolina may well be proud of the magnificent record that has been made by labor during this period of defense and preparation for war. In the last eighteen months production in North Carolina has exceeded all previous records. Much of this production has been essential for war purposes, and both the Army and the Navy are calling on our manufacturing establishments for an ever-increasing volume of war production. Both management and labor are meeting this challenge with enthusiasm and patriotism.

There are nearly a million North Carolinians who are engaged in industry in this state. They are loyal, patriotic and law-abiding citizens. The State is proud of them and it is altogether fitting that Labor Day should be used as the occasion for North Carolina's salute to labor.

I am happy to be privileged to join in this greeting to the forces of labor in our state. I congratulate them upon the fine record that they have made and I have every confidence that they will continue to respond to the call of our country in this critical hour.

A large, stylized cursive signature of J. Melville Broughton.

Governor of North Carolina

August 21, 1942

## ORGANIZED LABOR IN FRONT RANKS

by  
E. L. SANDEFUR  
Carolinas Director,  
Congress of Industrial Organizations

No Labor Day in America's history has seen our country engaged in such bitter struggle—against such formidable foes—for her very existence as a nation. To preserve our great nation and the American institutions and freedoms for which it stands is the 1-A job with which we are confronted and to which undertaking all other interests must be subordinated.

Labor certainly has, and should maintain, its right to organize and bargain collectively with management. Industry just as certainly is entitled to its rights — among them fair profits.

The rights of both groups, however, could be abrogated by Axis powers which recognize no rights except those gained through might.

We could lose this war by blindly pursuing selfish policies. Both Capital and Labor must realize that to win this war is the only way to guarantee the continued existence of a free America.

Both major labor groups are committed to a no-strike policy for the duration. Both are contributing in exceedingly large degree to the war effort. Despite what many anti-union columnists and radio commentators say, when the records of this war are written the CIO will have been found in the front ranks all the way.

The safety and security of America today demands as never before the unstinted loyalty and co-operation of all Americans, whether in the armed forces or in the mills and factories which produce the materials used by our boys in this titanic struggle against greed and oppression.



# NORTH CAROLINA LABOR and INDUSTRY

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Commissioner of Labor

MINNIE S. GOSNEY, Editor

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## Four Freedoms—Four Duties

As the State of North Carolina pays official tribute to its working men and women on Labor Day, North Carolina labor, conscious of its tremendous stake in the four great human freedoms which we are fighting to maintain and extend, realizes that to protect and to preserve these democratic privileges there are also four duties the wholehearted performance of which is incumbent upon all patriotic Americans.

These are the duties enunciated in a recent speech by Vice-President Henry A. Wallace, who declared the faithful performance of these duties to be essential parts in our fight for the Four Freedoms outlined by President Roosevelt.

1. The duty to produce to the limit.
2. The duty to transport as rapidly and as soon as possible to the field of battle.
3. The duty to fight with all that is in us.
4. The duty to build a peace—just, charitable and enduring.

In the process of protecting and extending the four freedoms, we must never forget that freedom is a privilege which belongs only to those who are ready at all times to fight for it, to lay down their fortunes and their lives for it if necessary. Not only must we fight now to keep the four freedoms, but we must accept unreservedly many duties—tasks which may seem much more unheroic and unglamorous than actually fighting the enemy on the field of battle, but tasks the performance of which is equally essential to the maintenance of a free way of life.

Through the excellent cooperation between labor and management in North Carolina, we believe that the working people of our State, by and large, are doing all in their power to discharge these four duties, and that the continuance of such good relations between our State's managing and producing groups will result in an even better performance in the future.

It is fitting on Labor Day that the working people of North Carolina should be given full credit for the part they are playing in producing the goods necessary to conduct a modern war. Such is the unity of our people that there have been very few strikes in North Carolina since war was declared, and no important war production has been held up by the handful of small, wildcat strikes which occurred. The local State divisions of the American Federation of Labor and the Congress of Industrial Or-

## Employment and Payrolls for North Carolina

Prepared by Statistical Division

Due to the new arrangement between the North Carolina Department of Labor and the Bureau of Labor Statistics, we have been able to increase the coverage of the statistical sample for North Carolina Employment and Payroll.

Your cooperation in supplying current information each month is earnestly desired and will be much appreciated. If your name is not on our mailing list, we shall be glad to add it in order that we might receive your employment data.

### Employment, Payrolls, and Earnings In All Manufacturing and Non-Manufacturing Industries JUNE-JULY, 1942

INDUSTRIES	No. Firms Reporting	EMPLOYMENT		PAYROLLS		AVERAGE WEEKLY EARNINGS		AVERAGE HOURS PER WEEK PER MAN		AVERAGE HOURLY EARNINGS	
		Number June-July, 1942	% Change Over Month	Amount June-July, 1942	% Change Over Month	Amount June-July, 1942	% Change Over Month	Amount June-July, 1942	% Change Over Month	Am't Cts. June-July, 1942	% Change Over Month
<b>Manufacturing Total</b> .....	690	128,583	- 1.2	\$2,592,480	- 2.0	\$20.16	- .8	39.3	- .1	51.4	+ .5
Brick, Tile, Terra Cotta.....	9	728	- 1.8	11,546	- 3.2	15.85	- 1.4	38.3	- 3.7	41.4	+ 2.4
Cotton Goods.....	183	60,698	- .3	1,200,383	- 1.9	19.77	- 1.5	39.5	- 1.9	49.8	+ .6
Cottonseed—Oil.....	7	91	No Chg.	1,302	- 8.6	14.30	- 8.7	39.2	- 11.9	36.4	+ 3.7
Dyeing & Finishing.....	18	4,732	- .1	96,057	+ .7	20.29	+ .5	38.4	+ .5	52.8	+ .1
Fertilizer.....	35	619	- 10.8	10,469	- 6.8	16.91	+ 4.4	38.4	+ .5	43.9	+ 4.0
Furniture.....	51	10,713	- 1.4	213,791	- 3.1	19.95	- 1.7	40.4	+ .4	49.2	- 1.6
Hosiery—F F.....	26	5,584	- 1.4	134,793	+ 5.3	24.13	+ 6.9	39.0	+ 6.5	61.8	+ .3
Hosiery—Seamless.....	84	12,530	- 2.8	208,180	- 6.7	16.61	- 4.0	33.6	- 4.8	49.4	+ 1.8
Knit Goods—Flat.....	4	4,045	- 4.5	76,031	- 2.8	18.79	+ 1.7	38.9	+ .5	48.2	+ 1.2
Lumber (Including Planing Mills).....	46	4,455	- 1.0	84,740	+ .9	19.02	+ 2.0	42.3	+ 2.1	44.9	- .2
Paper Boxes (Corrugated, Folded & Set-Up).....	15	592	- 3.2	9,999	- 4.1	16.89	- .8	36.1	- 2.6	47.6	- .6
Pulp Mills.....	Insufficient Data At Time Of Release										
Printing & Publishing.....	22	481	- 1.2	15,466	+ .2	32.15	+ 1.4	38.3	+ 1.8	83.8	- .3
Rayon.....	13	4,426	- 1.9	97,815	- 4.4	22.10	- 2.4	43.0	- 2.2	51.3	- .1
Tobacco Products (Snuff, Cigarettes, & Chewing Tob.).....	Insufficient Data At Time Of Release										
Woolen Mills.....	Insufficient Data At Time Of Release										
Other Industries.....	177	18,889	- 1.7	431,908	- 2.1	22.86	- .3	39.9	- .9	57.4	+ .7
<b>Non-Manufacturing Total</b> .....	685	11,101	- 1.7	\$194,392	+ 1.3	\$17.51	+ 2.2	38.4	+ .7	44.8	+ 1.3
Retail.....	470	6,628	- .6	93,714	- .1	14.13	+ .4	34.2	- .8	39.6	+ .2
Wholesale.....	111	1,470	- .8	47,289	+ 4.2	32.16	+ 5.1	46.8	+ 9.6	70.6	- 2.3
Laundries, Dyeing & Cleaning.....	18	940	- 1.9	12,454	- 2.4	13.24	- 1.9	44.7	- .6	29.4	- 1.6
Mines & Quarries.....	24	618	- 1.1	12,017	+ 6.2	19.44	+ 7.4	41.6	+ 2.9	46.6	+ 4.0
Public Utilities.....	Insufficient Data At Time Of Release										
Hotels.....	14	623	+ .4	6,504	- 2.8	10.43	+ .4	47.1	+ 1.0	24.0	+ 2.5
Insurance & Brokerage.....	4	18	- 5.2	797	- 2.8	44.27	+ 2.5	No Hours Reported			
Other Lines of Trade.....	44	804	- .3	21,617	+ 3.0	26.88	+ 3.3	44.6	- 3.6	72.7	+ 8.3
<b>Total All Manufacturing &amp; Non-Manufacturing</b> .....	1,375	139,684	- 1.2	\$2,786,872	- 1.4	\$20.02	- .2	39.2	- 1.0	51.0	+ .5

ganizations have lived up admirably to the promise of "no strikes" made by the leaders of these two great organizations at the outset of the war.

There have, of course, been numerous charges alleging apathy and indifference on the part of many people and social groups in America in their reactions to the war program. It may be quite true that a minority of our Tar Heel population has failed to realize the far-reaching implications of the struggle for survival in which we are involved. However, we do not believe that these charges are true of any considerable number of North Carolinians, least of all of those North Carolina workers who are actively engaged in war production. Patriotism is said to run high in the South, and there is certainly no place where it runs higher than in the Old North State. The descendants of yesterday's pioneers have the same fighting red blood in their veins and the same unconquerable spirit in their hearts which belonged to those hardy souls who subdued a wilderness and laid the foundations of a great civilization. Of no one is this more true than of the rank-and-file working people who have been, are, and always will be the backbone of a democratic nation.

North Carolina's part in our nation's

war production may not seem at first glance to be quite as important as that of states in which more heavy industries are concentrated. A second glance will show that our State is producing many things that are absolutely essential to the conduct of the war. Our great textile industry is doing its full share in helping to clothe the millions of American boys in the fighting forces now scattered to the ends of the earth. Many smaller but no less important industries are doing equally essential jobs which, though not celebrated or accorded wide acclaim, constitute fundamental parts of the fight for freedom all over the world.

Labor Day has been officially proclaimed this year by Governor Broughton as a day in which all North Carolinians should pay tribute to our working people for the unexcelled manner in which they are discharging their duty in the nation's war effort. To this proclamation, and the sentiment expressed in it, the North Carolina Department of Labor adds its own tribute, in the unswerving belief that the devotion of Tar Heel Labor and of North Carolina's fighting sons will win this war and will play a great part in the creation of a better, more just, and happier world.



## Labor Produces for Victory

(Continued from page 1)

that in many instances war industries were working three shifts per day, and where this did not prevail, the men were working from forty-eight to seventy-two hours per week. Throughout the nation and in our own state of North Carolina there is an increasing disposition on the part of employers to confer with the representatives of labor for the purpose of adjusting wages, establishing fair working conditions and discussing other matters in which there is a mutual interest.

The various state and federal agencies are also entitled to much credit for promoting harmonious relations between capital and labor. The American Federation of Labor has pledged its membership to purchase one billion dollars worth of War Bonds during 1942. It is with a feeling of pride that I state that Organized Labor in North Carolina is doing its full share to achieve this purpose, and also to say that there is every indication that the amount will be exceeded.

In conclusion, let me plead that harmonious relations between Capital and Labor continue throughout the ensuing years, or at least during the time we are engaged in a life and death struggle with the enemies of freedom.

## Division of Standards and Inspections

A total of 3,694 establishments employing 140,666 employees were inspected for compliance with the State Labor Laws and Rules and Regulations during the fiscal year 1941-1942. Supplementing these routine inspection activities, the inspectors made compliance or follow-up visits to 704 establishments and held 316 conferences.

A total of 7,083 violations of the Labor Laws and Rules and Regulations were reported as follows during the year:

Hour Law .....	437
Time Records .....	319
Child Labor .....	2,515
Sanitation .....	724
Seats .....	26
Drinking Water Facilities .....	228
Safety Code Violations .....	1,457
Miscellaneous .....	1,380

The inspectors reported that corrections were secured in a total of 7,440 cases, 2,705 of which concerned the Child Labor Law.

Forty-eight complaints alleging violation of the Labor Laws were received and investigated during the year. Eight establishments were prosecuted and six fines were assessed for violations.

### July Inspections

During July, 1942, the inspectors made routine inspections of 494 establishments with a total of 15,195 employees. Compliance or follow-up visits were made to 92 establishments and 19 conferences were held.

Violations of the State Labor Laws and Rules and Regulations totaling 781 were reported as follows:

Hour Law .....	35
Time Records .....	20
Child Labor .....	434
Sanitation .....	49
Seats .....	3
Drinking Water Facilities .....	16
Safety Code Violations .....	118
Miscellaneous .....	106

Correction of 732 violations was re-

ported by the inspectors. A total of 366—exactly half—of the corrections reported concerned the Child Labor Law.

One complaint alleging that a pharmacy employed minors under 18 years of age for the purpose of selling wine and beer was received during the month of July. Investigation revealed that two minors under 18 were working as curb and soda boys for the establishment. The management promised strict compliance in the future.

One establishment was prosecuted during the month. The manager of a shoe store plead guilty to discharging two former female employees for testifying against a former manager. In the case of one employee, the manager was fined \$25.00 plus court costs and instructed to pay the employee \$15.00 per week for a period of eight weeks. In the case of the other employee, he was fined \$25.00 and court costs and required to pay the employee \$6.00 a week for eight weeks.

## Working Hours Policy Now Clearly Defined

For several months after America entered the war there was widespread public discussion of the length of the workweek. This discussion centered around the problem of war production and the workweek best suited to insure maximum output.

The Governmental agencies most deeply involved in the administration of production for war have in recent months made quite clear their attitudes concerning the workweek which will result in the greatest long-term production. The standards subscribed to jointly by the War Department, the Navy Department, Maritime Commission, Public Health Service, War Manpower Commission, War Production Board, Department of Commerce and Department of Labor are as follows:

1. For wartime production, the eight hour day and the 48 hour week approximate the best working schedule for sustained efficiency in most industrial operations.

2. One scheduled day of rest for the individual in approximately every seven should be a universal rule.

3. A thirty minute meal period is desirable.

4. Vacations are conducive to sustained production.

The major effect of this policy, which is purely voluntary at present, is to reduce excessive working hours per worker, which cannot be sustained without impairing the health and efficiency of workers and reducing the flow of production.

It is only reasonable to feel that if a policy of this type is good for the worker engaged in war production, it would be equally valuable to the worker engaged in the production of civilian goods.

It should tend to reduce the number of workers leaving one plant and going to another on account of the inducement for overtime pay for excessively long hours which results in an inflated weekly wage scale.

Industrial plants which operate on a workweek in excess of 48 hours for individual workers would do well to analyse their needs for excessive working hours, with a view to working out a plan whereby they could adhere as closely as possible to the standards outlined by the above-men-

## THE Veterans' Service Division

—FRANK M. SASSER, Service Officer—

JULY, 1942

Letters written .....	425
Folders Reviewed .....	273
Examinations .....	25
Hospitalization .....	20
Personal Interview .....	129
New cases .....	50
Old cases .....	425
Total cases .....	495
Compensation .....	20
Increased compensation .....	\$ 750.00
Back compensation .....	3,242.45
Total compensation .....	3,992.45

tioned Federal agencies. This would eliminate the need for special work permits from the North Carolina Department of Labor and would bring the prevailing workweek in this State into line with the objectives of the State Maximum Hour Law.

From a recent survey, it was learned that the majority of plants engaged in the production of war goods in other highly industrialized States have been able to adjust their work and employment conditions so that excessive days per week are no longer necessary for full production.

While the North Carolina Department of Labor is willing and anxious to issue special work permits wherever the need is sufficiently great, it is equally anxious for employers to try to work out their problems so that constant permits will not be needed.

## Wage-Hour Inspections

The North Carolina Department of Labor closed a total of 3,455 wage-hour inspection cases during the fiscal year 1941-42. Complaints from employees, unions and competing firms were responsible for 1,243 of the cases, while 2,212 were made in connection with educational industry-wide compliance drives.

Among 3,073 establishments which were found to be covered by the Fair Labor Standards Act, 830 were in full compliance and 2,243 were violating one or more provisions of the Act. Violations of the minimum wage or overtime provisions were found in 985 establishments, or slightly less than one-third of the plants covered, while numerous violations of the record keeping requirements were found by the inspectors. A total of 435 of the establishments designated for inspection were found to have gone out of business or not subject to the provisions of the Act.

Industry-wide inspection drives for compliance with the Wage and Hour Law and education of the employers and employees were conducted during the year in the seasonal tobacco industry, the canning and preserving industry, the textile industry, REA cooperative organizations, and the banking industry. Besides their salutary effort in bringing about better compliance and their excellent educational results, these drives aided in publicizing and clarifying wage orders for several of the industries.

The drive on the textile industry was completed by the end of the fiscal year, with 432 plants employ-

(Continued on page 4, column 3)



# July Building Permits

Prepared by Statistical Division

## July Building 38.8 Per Cent Below June

Building expenditure in the 26 largest North Carolina cities during July was 38.8 per cent below that for June and 80.4 per cent below that for July last year. Number of permits issued decreased 38.5 per cent from last year and 19.8 per cent from June.

The total estimated cost of construction was \$382,953. Of this sum \$163,535 was for residential building, \$17,955 for non-residential building, and \$201,463 for additions, alterations and repairs. A total of 445 permits were issued.

Winston-Salem led the cities. Durham was second and Fayetteville third.

## Forest City Leads Towns

Twenty-one towns of less than 10,000 population reported a total of \$15,979 spent for construction during July. Of this amount \$3,988 was for residential building, \$535 for non-residential building, and \$11,456 for additions, alterations and repairs.

Forest City led the towns with an expenditure of \$3,450. Southern Pines was second and Edenton third.

Towns reporting included Asheboro, Belmont, Edenton, Forest City, Hamlet, Kings Mountain, Lenoir, Lincolnton, Lumberton, Mooresville, Morehead City, Morganton, Mount Airy, North Wilkesboro, Roanoke Rapids, Rockingham, Sanford, Southern Pines, Spencer, Spindale, and Washington.

## Type of July Building Construction in 26 Cities Reporting

TYPE OF BUILDINGS	Buildings for Which Permits were Issued	NO.	COST
Residential Buildings:			
One-family dwellings .....	63	\$162,435	
Two-family dwellings .....	1	1,100	
Total .....	64	\$163,535	
Non-Residential Buildings:			
Churches .....	2	\$ 2,300	
Factories, bakeries, ice plants, laundries, and other workshops .....	2	800	
Garages, private (when separate from dwelling) .....	22	4,600	
Sheds, poultry house, contractors' temporary offices, etc. ....	5	960	
Stores and other mercantile buildings .....	6	5,915	
All other non-residential .....	3	3,380	
Total .....	40	\$ 17,955	
Additions, Alterations, and Repairs:			
On residential buildings:			
Housekeeping dwellings .....	199	\$ 45,407	
Non-housekeeping dwellings .....	52	12,062	
On non-residential buildings .....	90	143,994	
Total .....	341	\$201,463	

## Wage-Hour Inspections

(Continued from page 3)

ing 140,239 workers entitled to the benefits of the Act inspected. Of 427 of these plants found covered, 143 were in full compliance and 284 in violation. Fifty-four establishments were violating the minimum wage order and 91 the overtime compensation provision. A total of 265 plants were failing to keep the required employee and payroll records. Restitution totaling \$31,421 was paid to 1,315 employees by 77 of the textile mills found in violation.

Employers who violated the minimum wage and overtime provisions of the Act voluntarily paid a total of \$647,000 in back wages to 23,583 employees during the fiscal year. These payments were made by 1,072 of the firms inspected throughout North Carolina. The greater part of the restitution paid during the year was paid without the necessity for legal action on the part of the employees or the Legal Branch of the Wage and Hour Division.

Considerable duplication of effort, travel and expense was ironed out during the year by training fifteen inspectors to make both wage-hour and State inspections at the same time in the same establishment. In many other cases where both State and Federal inspections had to be made in the same establishment, or in different plants in the same community, payroll and factory inspectors traveled together in the same automobile, thus conserving tires and gasoline and eliminating unnecessary expense.

## July Inspections

A total of 209 wage-hour cases were closed during July. Among 178 firms covered by the law, 60 were in compliance and 118 in violation. Fifty-three firms were failing to pay the minimum wage or were not paying the proper amounts for overtime work. Sixty-five establishments were failing to keep the records required by the law, and 25 were found not covered or out of business.

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES, JULY, 1941, AND JULY, 1942

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	July 1941	July 1942	Percentage Change	July 1941	July 1942	Percentage Change
Total .....	724	445	-38.5	1,961,517	382,953	-80.4
Residential buildings .....	269	64	-76.2	907,748	163,535	-81.9
Non-residential buildings .....	72	40	-44.4	662,955	17,955	-97.2
Additions, alterations, and repairs .....	383	341	-10.9	390,814	201,463	-48.4

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES, JUNE, 1942, AND JULY, 1942

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	June 1942	July 1942	Percentage Change	June 1942	July 1942	Percentage Change
Total .....	555	445	-19.8	626,697	382,953	-38.8
Residential buildings .....	91	64	-29.6	232,322	163,535	-29.6
Non-residential buildings .....	44	40	-9.0	30,875	17,955	-41.8
Additions, alterations, and repairs .....	420	341	-18.8	363,500	201,463	-44.5

## SUMMARY OF JULY, 1942, BUILDING CONSTRUCTION WORK IN 26 PRINCIPAL CITIES OF NORTH CAROLINA Totals of June, 1941, Included for Comparison

CITY	No of Buildings	Private Construction	NEW RESIDENTIAL BUILDINGS				NEW NON-RESIDENTIAL BUILDINGS		ADDITIONS, ALTERATION, AND REPAIRS		ESTIMATED COST OF CONSTRUCTION WORK	
			ESTIMATED COST		NO. FAMILIES		July 1941	July 1942	July 1941	July 1942	July 1941	July 1942
			July 1941	July 1942	July 1941	July 1942						
Total .....	64	\$163,535	\$1,059,758	\$163,535	352	64	\$702,365	\$17,955	\$513,969	\$201,463	\$2,276,092	\$382,953
Asheville .....	1	495	8,500	495	3	1	20,050	1,255	20,011	2,830	48,561	4,580
Burlington .....			105,250		35		31,200	900	96,900		233,350	900
Charlotte .....	12	36,000	239,205	36,000	74	12	268,595	4,350	16,188	16,130	523,988	56,480
Concord .....			18,683		7		2,500	400	7,333		28,516	400
Durham .....	20	68,800	136,500	68,800	38	20	2,000		6,360	4,900	144,860	73,700
Elizabeth City .....	1	400	2,200	400	1	1	50		4,350	1,000	6,600	1,400
Fayetteville .....	24	53,890	52,900	53,890	29	24	42,000		24,250	3,375	119,150	57,265
Gastonia .....			4,500		2		96,000	4,000	13,000	4,130	113,500	8,130
Greensboro .....			136,200		38		20,270	185	26,569	3,656	183,039	3,841
Greenville .....			3,000		1				300	55	3,300	55
Hickory .....			16,200		11		1,210		3,205	5,145	20,615	5,145
High Point .....	1	450	42,550	450	15	1	8,700	325	36,362	10,083	87,612	10,858
Kinston .....			8,500		6		4,425		2,900	31,900	15,825	31,900
Lexington .....			11,610		9		7,000		21,500	2,395	40,110	2,995
New Bern .....			5,000		1		1,515	575	770	8,000	7,285	8,575
Raleigh .....			22,000		5		142,100			2,995	164,100	2,995
Reidsville .....			15,950		4				1,250	350	17,200	350
Rocky Mount .....	3	2,100	59,295	2,100	15	3	100	635	20,000	1,000	79,395	3,735
Salisbury .....	1	300	30,600	300	6	1	2,500	2,335	9,533	3,678	42,633	6,313
Shelby .....			7,025		6		1,500	370	1,080	5,460	9,605	5,830
Statesville .....												
Thomasville .....			5,300		3		6,000				11,300	
Wilmington .....			31,540		13		15,000	1,165	11,255	7,740	57,795	8,905
Wilson .....			13,600		6		27,450	200	45,700	1,700	86,750	1,900
Winston-Salem .....	1	1,100	83,650	1,100	24	1	2,200	660	145,153	84,941	231,003	86,701



## NORTH CAROLINA

## Labor and Industry

*Monthly Bulletin of the Department of Labor, Forrest H. Shuford, Commissioner*

Vol. IX

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No. 10

**Newspapers, Printshops May Get Wage Order**

More than 40 North Carolina daily newspapers, numerous printshops, and a number of weekly and semi-weekly papers may become subject to a wage order under the Federal Wage and Hour Law within the near future.

An industry committee of twenty-seven persons, equally representative of the public, employers, and employees, has been appointed to study economic conditions in the printing and publishing and allied graphic arts industry preparatory to the establishment of a minimum wage rate for the industry.

Under terms of the Fair Labor Standards Act, the committee will recommend to the federal wage-hour administrator the highest minimum hourly rate above 30 cents an hour, but not higher than 40 cents, which will not substantially curtail employment in the industry.

Since the Act became effective in October 1938, the industry has been subject to the statutory minimum wage rate of 30 cents an hour. Most small newspapers in the country have met the Act's minimum wage requirement, according to a report issued early this summer by the Wage and Hour Division. Wage standards prevailing for years in the newspaper industry have been substantially above the minimum, the report stated, but adjustments to bring wages into line with overtime rates had to be made by some publishers whose employees worked unusually long hours, sometimes as many as 50 or 60 a week.

According to a sample of 22 newspapers and printshops taken during July, the printing and publishing industry in North Carolina paid an average wage of 83.8 cents an hour. However, since this sample included such a small number of firms, it is not believed to be representative of the industry as a whole in this State. It is known, for example, that a large number of clerical workers, janitors, maintenance workers and other employees of small newspapers and printshops have been receiving no more than the 30-cent hourly minimum.

Only a small number of weekly and semi-weekly papers in North Carolina would be affected by a wage order for the industry. The Fair Labor Standards Act specifically exempts from the minimum wage and overtime provisions "Any employee employed in connection with the publication of any weekly or semi-weekly newspaper with a circulation of less than three thousand the major part of which circulation is within the county where

**LABOR DEPARTMENT WILL ENFORCE WALSH-HEALEY ACT**

The North Carolina Department of Labor, which for the past year has been directly responsible for enforcing the Fair Labor Standards Act in this State, took on another important responsibility on October 1.

**Children In Wartime**

A program of State action "For Our Children in Wartime" was adopted recently by the Children's Bureau Commission on Children in Wartime in consultation with the Office of Defense Health and Welfare Services and the Office of Civilian Defense.

Recognizing the need for participation of young people in essential civilian and war production, the Commission and other cooperating agencies agreed upon the following principles which should be followed in order to conserve health and educational opportunities for young people:

1. No child under 14 years of age should become a part of the hired labor force.

2. No child under 16 should be employed in manufacturing or mining occupations.

3. No children between 14 and 16 should be employed in other occupations which involve release from school programs unless it has been determined that labor shortages cannot be met otherwise.

4. Young people between 16 and 18 years of age whose work is essential to the war effort should be guided into occupations suited to their age and capacity, in which they can make the greatest contribution with the least hazard to their own health and safety.

printed and published." The majority of these small papers in North Carolina have circulations of less than 3000 and are distributed mainly in their home counties.

The definition of the printing and publishing and allied graphic arts industry includes clerical, maintenance, shipping and selling occupations, as well as all other occupations necessary to the production of the products or services specified in the definition. For the purpose of a wage order, the industry is defined as follows:

"The impressing, stamping, or transferring on paper or other materials, of any mark, character, or delineation, through the use of ink, color, or graphic art processes, as well as any preparatory or finishing operations related thereto.

"It includes, but without limitation, the printing and publishing of

(Continued on page 3, column 2)

The Labor Department is now charged with making inspections and administering the Walsh-Healey Public Contracts Act in North Carolina. Under the terms of an order issued by the United States Secretary of Labor, which merges the Wage and Hour Division and the Public Contracts Division of the United States Department of Labor, administration of the two Acts will be conducted from the field offices of the Wage and Hour Division. The title of the newly combined organization will be the "Wage and Hour and Public Contracts Division." National administrator will be L. Metcalfe Walling, who for several months has been Administrator of both Divisions.

The merger of the two Divisions, which had been anticipated for some time prior to the Labor Secretary's action, will make numerous North Carolina firms engaged in the production of war goods and other products under Government contracts subject to inspection by the North Carolina Department of Labor.

Commissioner Forrest H. Shuford will administer the Public Contracts Act in North Carolina, directing the over-all program of enforcement. Lewis P. Sorrell, Chief Inspector for the Department, will supervise the inspection activities under the Act. Under the terms of North Carolina's agreement with the United States Department of Labor, Commissioner Shuford is already charged with the administration of the Fair Labor Standards Act. Shuford and Sorrell will take on the new responsibilities without additional compensation.

Fourteen inspectors of the Department have already received initial training in inspection work under the Public Contracts Act. Other inspection personnel will be given similar training at an early date.

Technical advice in connection with the administration of the Public Contracts Act will be furnished by a Technical Advisor who will be assigned to work with the State Department of Labor. The advisor will work in the Technical Unit already established in the Labor Department under the agreement with the wage-hour division.

In accepting the duties of administering the two Acts, Commissioner Shuford pointed out that such an arrangement will greatly facilitate the administration of both Federal laws, improve enforcement, and at the same time save employers subject to both

(Continued on page 3, column 1)



# NORTH CAROLINA LABOR and INDUSTRY

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Commissioner of Labor

MINNIE S. GOSNEY, Editor

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## Control Is Necessary

The recent action of President Roosevelt serving notice to the representatives of a free people that the time has come to stop talking and to begin taking forceful measures to avoid disastrous inflation and disorganization of our wartime economy was cheering news to a people which has waited long for just such action.

It does not require the mind of a philosopher to understand that a modern war cannot be prepared for and fought to a successful conclusion by half-way measures. Nor can the social and economic aftermaths of such a war be adequately met without the establishment of centralized governmental controls which permit drastic action to be taken when and where the situation demands it.

The things which the people are being asked to accept are precisely the methods of wartime control of economy which they knew would shortly become necessary in order to prevent inflation and permit the best organization of the nation's industrial plant and military machine for war. Some of these things are as follows:

1. Controls upon farm prices.
2. Controls upon wages and salaries.
3. Controls upon profits.
4. Universal price ceilings.
5. Rationing of all commodities in which a shortage exists.
6. Allocation of manpower where it is most needed.
7. Higher taxes.

A War Labor Board has been organized to deal with strikes by arbitrating disputes between labor and management. A War Manpower Commission has been established and has issued directives which have the effect of holding workers to their jobs in certain industries in which continued employment turnover would be disastrous to the war program. Directives have also been issued to put an end to competitive bidding among employers for workers and establishing the policy of handling job changes through the facilities of the United States Employment Service.

These measures, which are viewed with alarm by one segment of public opinion, have the full approval of the majority of the people. It must be admitted that these steps unquestionably represent tendencies in the direction of centralized governmental control—of economic dictatorship if you please. At the same time, it should be stressed that sheer necessity forces the adoption of these measures, and that failure to adopt them would not only be criminally negligent but would also be fatal to the war effort

## Employment and Payrolls for North Carolina

Prepared by Statistical Division

Due to the new arrangement between the North Carolina Department of Labor and the Bureau of Labor Statistics, we have been able to increase the coverage of the statistical sample for North Carolina Employment and Payroll.

Your cooperation in supplying current information each month is earnestly desired and will be much appreciated. If your name is not on our mailing list, we shall be glad to add it in order that we might receive your employment data.

### Employment, Payrolls, and Earnings In All Manufacturing and Non-Manufacturing Industries JULY-AUGUST, 1942

INDUSTRIES	No. Firms Reporting	EMPLOYMENT		PAYROLLS		AVERAGE WEEKLY EARNINGS		AVERAGE HOURS PER WEEK PER MAN		AVERAGE HOURLY EARNINGS	
		Number July-Aug., 1942	% Change Over Month	Amount July-Aug., 1942	% Change Over Month	Amount July-Aug., 1942	% Change Over Month	Amount July-Aug., 1942	% Change Over Month	Am't Cts. July-Aug., 1942	% Change Over Month
<b>Manufacturing Total</b> .....	733	149,504	— .4	\$3,301,432	+ 3.9	\$22.08	+ 4.4	39.8	+ 1.5	55.3	+ 2.7
Brick, Tile, Terra Cotta.....	10	736	— 5.3	11,941	— 3.6	16.22	+ 1.8	39.2	— .2	41.3	+ 2.2
Cotton Goods.....	205	69,686	NoChg.	1,454,555	+ 6.1	20.87	+ 6.2	40.0	+ 1.2	52.0	+ 4.6
Cottonseed—Oil.....	10	255	+18.6	4,350	+16.7	17.05	— 1.6	42.2	— 4.0	40.3	+ 2.5
Dyeing & Finishing.....	14	3,048	— .3	62,134	+ .8	20.38	+ 1.1	38.1	— 2.8	53.4	+ 4.0
Fertilizer.....	33	730	+ 5.3	12,049	+ 4.7	16.50	— .5	36.5	— 4.1	45.2	+ 4.1
Furniture.....	50	10,895	— 3.1	212,884	— 5.6	19.53	— 2.5	38.9	— 3.9	50.1	+ 1.4
Hosiery—F F.....	39	8,719	— .2	212,539	+11.2	24.37	+11.5	33.6	+10.5	72.4	+ .9
Hosiery—Seamless.....	91	12,489	— .7	227,695	+ 7.0	18.23	+ 7.8	29.6	+ 3.8	61.3	+ 3.5
Knit Goods—Flat.....	4	4,110	— 1.8	82,148	+ 1.8	19.98	+ 3.7	39.4	— .2	50.7	+ 4.3
Lumber (Including Planing Mills).....	51	5,237	— 2.0	97,041	— 1.1	18.52	+ .8	41.6	— .2	44.5	+ 1.1
Paper Boxes (Corrugated, Folded & Set-Up).....	15	558	+ 3.5	10,740	+13.0	19.24	+ 9.2	38.8	+ 9.6	49.5	— .4
Pulp Mills.....	5	4,434	— 1.0	146,759	— 2.8	33.09	— 1.8	40.8	— 1.9	81.0	+ .1
Printing & Publishing.....	23	570	— .1	17,613	— 2.0	30.90	— 1.8	36.1	— 1.9	85.4	NoChg
Rayon.....	14	3,857	— 2.1	90,624	+ 2.3	23.49	+ 4.5	45.3	+ 4.1	51.7	+ .3
Tobacco Products (Snuff, Cigarettes, & Chewing Tob.).....	8	10,586	+ 3.5	321,261	+ 5.3	30.34	+ 1.7	41.2	+ 3.0	73.6	— 1.0
Woolen Mills.....	Insufficient Data At Time Of Release										
Other Industries.....	161	13,594	— 1.8	337,099	+ .3	24.79	+ 2.2	50.1	+ 2.6	49.4	— .4
<b>Non-Manufacturing Total</b> .....	485	8,895	+ .3	\$ 144,965	— 1.4	\$16.29	— 1.8	39.3	+ 1.2	41.3	— 3.2
Retail.....	363	5,559	+ .9	17,466	— .5	13.93	— 1.4	36.6	+ 4.5	37.9	— 5.9
Wholesale.....	75	1,141	— 1.8	36,186	— 5.1	31.71	— 3.3	42.2	— 7.8	75.1	+ 4.8
Laundries, Dyeing & Cleaning.....	19	1,049	+ .8	14,395	+ 4.3	13.72	+ 3.4	44.0	+ .9	31.1	+ 2.6
Mines & Quarries.....	20	521	— 5.4	10,314	— 5.0	19.79	+ .4	44.1	— .2	44.8	+ .6
Public Utilities.....	Insufficient Data At Time Of Release										
Hotels.....	8	625	+ 3.6	6,604	+ 2.4	10.56	+ 1.1	46.4	— .2	22.7	— .8
Insurance & Brokerage.....	No Hours Reported										
Other Lines of Trade.....	Insufficient Data At Time Of Release										
<b>Total—All Manufacturing &amp; Non-Manufacturing</b> .....	1,218	158,399	— .4	\$3,446,397	+ 3.7	\$21.75	+ 4.1	39.8	+ 1.5	54.6	+ 2.6

and to the nation's stability. Measures to prevent inflation are just as necessary to the war program as are controls upon the use of automobiles in order to conserve the nation's rubber supply and keep America on wheels.

## Protect the Future Citizen

The global struggle into the settlement of which America is throwing all of her military and productive power is forcing swift revision of many conceptions and practices which we have come to regard as normal features of our national life.

One of these concerns the public attitude toward child labor. While all responsible people are in favor of retaining our present laws regarding the employment of children there is an increasing tendency for minors between sixteen and eighteen years of age to be absorbed by industry during the war period.

If our manpower shortage is so acute that labor needs in essential civilian and war production industries cannot be filled by the employment of adult workers, we have no choice but to accept the employment of minors over sixteen years of age as a wartime necessity.

In the employment of minors, how-

ever, there are certain conditions which should be universally met in order to safeguard the future of the young people who—in their eagerness to serve the nation by leaving their play and schooling—have taken jobs in essential civilian and war production activities.

One of these conditions is strict observance of the laws which forbid the employment of minors in hazardous occupations. Another is full compliance with the laws governing the number of hours which minors may work, and the periods during the day in which such work may be done.

Minors between sixteen and eighteen years of age are not mature, either physically or mentally. Working them excessively long hours, or permitting them to work on the night shift, would be detrimental to their fullest development. As long as there are adults in a plant who can be shifted to night work, there is no excuse for permitting children to work at night. The sacrifice which an adult makes in shifting from day to night work is certainly no greater than the sacrifice which a young person makes when he goes to work, leaving behind many of the recreational and educational activities which are necessary to his development as a citizen of the America for which we fight.



## Labor Department Will Enforce Walsh-Healey Act

(Continued from page 1)

Acts the necessity of dealing with two different sets of inspectors.

Since compliance with the health, sanitary and safety standards of the State in which the work is done is regarded as evidence of compliance with the Walsh-Healey health and safety requirements, the inspections in North Carolina will practically coincide with State Labor Law inspections, Commissioner Shuford said.

"In 1940 a total of 18,000 workers in American industry were killed in industrial accidents," Commissioner Shuford declared. "In 1941 the number jumped to 19,600, an increase of almost 10 percent. Within the first six months after Pearl Harbor 11,000 workers—or practically an entire division in one of the modern mechanized armies—were killed in industrial accidents. That figure is more than the United States Navy has lost, in killed, wounded and captured since Pearl Harbor."

Scrupulous adherence to the health and safety provisions of the State Labor Laws and Public Contracts Act on the part of employers will do a great deal toward eliminating these accidents at a time when one of the nation's foremost problems is the conservation of manpower, the Commissioner said.

The Public Contracts Act establishes minimum rates of pay for workers in covered industries; provides for the payment of time-and-a-half wages for work in excess of eight hours per day; establishes health and safety standards for plants producing goods under contract with the Federal Government; prohibits the employment of minors under 16 years of age, and of girls under 18 in specified industries; and prohibits the employment of convict labor in covered industries. These provisions apply to all firms working on Government contracts valued in excess of \$10,000.

John H. York, investigator for the Public Contracts Division of the United States Department of Labor, is making a tour of North Carolina for the purpose of making inspections under the Walsh-Healey Act.

Mr. York's inspections are designed to determine whether industrial plants working upon government orders are complying with the minimum rates of pay, the overtime requirements, and the health and safety and other requirements of the Public Contracts Act.

The policy of the Administrator of the Wage and Hour and Public Contracts Divisions has been to coordinate the labor standards under both Acts so that the minimum rates of pay, hours of work, and other standards will become substantially the same.

In some sections of the country, the inspectors of both Divisions are already making inspections to secure compliance with both Acts at the same time. It is expected that the merger will result in a more unified type of inspection when wage-hour and public contracts inspectors all over the nation begin making inspections under both Acts.

Mr. York, who expects to be permanently located in North Carolina, will assist in the work of training wage-hour inspectors of the North Carolina Department of Labor to make inspections under the Public Contracts Act.

## Division of Standards and Inspections

A total of 499 establishments employing 8,998 employees were inspected during August by the Division of Standards and Inspections. The inspectors made compliance or follow-up visits to 14 establishments and held nine conferences.

Violations of the State Labor Laws and rules and regulations were reported in 957 cases as follows:

Hour Law .....	51
Time Records .....	69
Child Labor .....	564
Sanitation .....	53
Seats .....	2
Drinking Water Facilities .....	11
Safety Code Violations .....	88
Miscellaneous .....	122

Corrections were reported in 923 cases, 539 of which involved infractions of the Child Labor Law. The great majority of these child labor violations were minor in nature, arising from failure to secure employment certificates, failure to keep the records required by law, and failure to post a schedule of working hours. About 80 percent of the child labor violations were found in mercantile establishments.

Two complaints were investigated during August. Investigation of a service station showed that the 14-year old grandson of the proprietor was working in the establishment where beer was sold. The management promised immediate compliance.

A laundry was investigated on a complaint alleging that female employees were being worked as much as 67 hours a week. The investigation showed that neither of the three women employed had worked in excess of 55 hours a week this summer.

## Newspapers, Printshops May Get Wage Order

(Continued from page 1)

newspapers, books, periodicals, maps, music, and all other products or services of typesetters and advertising typographers, electrotypers and stereotypers, photo-engravers, steel and copper plate engravers, commercial printers, lithographers, gravure printers, letter shops, decalcomania manufacturers, private printing plants of concerns engaged primarily in other business, book and pamphlet binders, trade binderies, and news syndicates.

"The printing of printed forms, blank books, stationery, tablets, calendars, announcement cards, greeting cards, and the like is included within this definition only when performed in 'job printing establishments' (as this term is used in the wage order for the Converted Paper Products Industry).

"Provided, however, that this definition shall not include the manufacture of products which are covered by a wage order heretofore issued by the Administrator of the Wage and Hour Division, business service establishments not engaged in printing or publishing operations, nor the production of motion pictures, blueprints, or photographs, except photographs made in establishments engaged in the production of the articles or services covered by this definition."

## THE Veterans' Service Division

FRANK M. SASSER, Service Officer

### August, 1942

Letters Written .....	368
Folders Reviewed .....	214
Examinations .....	31
Hospitalization .....	23
Personal Interviews .....	188
Appearances Before Rating Board .....	204
New Cases .....	52
Old Cases .....	393
Total Cases .....	445
Compensations .....	30
Increased Compensation .....	\$1,348.00
Back Compensation .....	2,577.44
Total Compensation .....	3,925.44

## Committee Recommends 40 Cents An Hour for Converted Paper Products

Establishment of a uniform 40-cents an hour minimum wage under the Fair Labor Standards Act for the converted paper products industry has been recommended by the unanimous vote of the committee appointed for this industry.

The committee, which is the second to be appointed to consider a minimum wage for the industry, made its recommendation to L. Metcalfe Walling, administrator of the Wage and Hour Division, following a one-day session. The committee was equally representative of the public, employers and employees.

Previous wage rates of 40, 38 and 36 cents an hour for different branches of the industry have been in effect since June 30, 1941. Before that time, the statutory minimum of 30 cents an hour prevailed.

Before acting on the committee's recommendation, the administrator of the Wage and Hour Division will schedule a public hearing at which any interested person may appear and present testimony either for or against the proposed 40-cent minimum.

## Wage-Hour Inspections

A total of 174 wage-hour inspection cases were closed by the Department of Labor during August.

Among 157 business and manufacturing establishments engaged in interstate commerce and covered by the Wage and Hour Law, 76 were found in compliance and 81 in violation. Forty-three of the violators were failing to pay employees the required minimum wages or overtime compensation, and 38 were not keeping the records required by the Act.

Forty-nine firms paid \$18,058 in back wages to 479 employees during the month. This sum represents the difference between the amounts received by the employees as wages and the amounts to which they were entitled under the Wage and Hour Law.

The Legal Branch instituted two criminal and two civil actions against alleged violators during August, and completed one civil action.



# August Building Permits

Prepared by Statistical Division

## August Building 84.1 Per Cent Below July

Building expenditure in the 26 largest North Carolina cities during August was 84.1 per cent lower than August 1941 and 21.3 per cent lower than July 1942. Number of permits decreased 81.3 per cent below that of last year and 66.2 below that of July 1942.

The total estimated cost of construction was \$301,065. Of this sum \$100,562 was for residential buildings, \$60,761 for non-residential and \$140,567 for additions, alterations, and repairs. A total of 150 permits were issued.

Durham led the cities with a total of \$97,260 while Greensboro held second place and Winston-Salem third.

## Edenton Leads Towns

Edenton led the 21 towns of less than 10,000 population, reporting building expenditures of \$7,650. Mooresville was second with \$7,124 and Roanoke Rapids was third with \$3,495.

Estimated cost of construction for the 21 towns was \$24,649. Of this sum, \$2,894 was for residential building, \$8,525 for non-residential building, and

\$12,730 for additions, alterations and repairs.

The towns which reported this month were: Bessemer City, Belmont, Dunn, Edenton, Forest City, Hamlet, Henderson, Hendersonville, Kings Mountain, Lenoir, Lumberton, Mooresville, Morehead City, North Wilkesboro, Roanoke Rapids, Rockingham, Sanford, Southern Pines, Spencer, Spindale, and Washington, N. C.

## Johnson Praises Work of Labor Inspectors

War production agencies have been greatly impressed by the war assignment investigations and surveys made by inspectors of the North Carolina Department of Labor, Dr. James G. Johnson, Assistant to the Administrator of the Wage and Hour and Public Contracts Divisions, told the inspectors at a recent state-wide meeting.

Dr. Johnson said that the war agencies have "on numerous occasions commended the inspectors for the quality and volume of their work." Large stocks of critical materials needed in war production have been uncovered by surveys made by the inspectors, he said.

"Though our sole great consideration at present is that of winning the

war, we cannot for a moment forget the things we are fighting for," he told the group. "The work which you are doing in the inspection field and in the enforcement of labor legislation certainly is helping to preserve our free, democratic way of living."

Dr. Johnson outlined the policies which resulted in the coordination of wage-hour and public contracts inspection work. "It has been found that the day-by-day work of enforcing these laws can be done best by home folks," he said. "Here in North Carolina you have been doing just that. When these Federal laws were in the making, there was a great deal of skepticism concerning the efficacy of State-Federal enforcement agreements and the ability of State agencies to administer the laws properly. This skepticism has now been dissipated. I want to say that North Carolina, which has been in the forefront of this pioneering movement, has done more than any other state in dispelling this skepticism."

## Type of August Building Construction in 26 Cities Reporting

TYPE OF BUILDINGS	Buildings for Which Permits were Issued	
	NO.	COST
Residential Buildings:		
One-family dwellings	31	\$ 34,352
Multi-family (three or more families) dwellings	7	66,210
Total	38	\$100,562
Non-Residential Buildings:		
Amusement and recreation places	1	450
Churches	3	6,249
Garages, public	2	4,800
Garages, private (when separate from dwelling)	30	3,917
Office buildings, including banks	1	150
Sheds, poultry houses, contractors' temporary offices, etc.	6	1,145
Stables and barns	3	350
Stores and other mercantile buildings	6	39,700
All other non-residential	1	4,000
Total	53	\$ 60,761
Additions, Alterations, and Repairs:		
On residential buildings:		
Housekeeping dwellings	222	59,974
Non-housekeeping dwellings	26	5,534
On non-residential buildings	83	75,054
Total	331	\$140,567

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES, AUGUST, 1941, AND AUGUST, 1942

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	August 1941	August 1942	Percentage Change	August 1941	August 1942	Percentage Change
Total	803	150	-81.3	1,902,102	301,065	-84.1
Residential buildings	361	59	-83.6	1,163,945	100,562	-91.3
Non-residential buildings	97	53	-45.3	399,400	60,761	-84.7
Additions, alterations, and repairs	345	38	-88.4	338,757	140,567	-58.5

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES, JULY, 1942, AND AUGUST, 1942

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	July 1942	August 1942	Percentage Change	July 1942	August 1942	Percentage Change
Total	445	150	-66.2	382,953	301,065	-21.3
Residential buildings	64	59	-7.8	163,535	100,562	-38.5
Non-residential buildings	40	53	+32.5	17,955	60,761	+238.3
Additions, alterations, and repairs	341	38	-88.8	201,463	140,567	-30.2

## SUMMARY OF AUG., 1942, BUILDING CONSTRUCTION WORK IN 26 PRINCIPAL CITIES OF NORTH CAROLINA

Total of August, 1941, Included for Comparison

CITY	No. of Buildings	Private Construction*	NEW RESIDENTIAL BUILDINGS				NEW NON-RESIDENTIAL BUILDINGS		ADDITIONS, ALTERATION, AND REPAIRS		ESTIMATED COST OF CONSTRUCTION WORK	
			ESTIMATED COST		NO. FAMILIES		August 1941	August 1942	August 1941	August 1942	August 1941	August 1942
			August 1941	August 1942	August 1941	August 1942						
Total	31	34,352	\$1,315,955	\$100,562	386	59	\$438,810	\$60,761	\$461,912	\$140,567	\$2,216,677	\$301,065
Asheville			24,200		6		53,375	645	8,590	2,845	86,165	3,490
Burlington			105,250		35		31,200		96,900		233,350	
Charlotte			185,300		45		48,000	7,224	33,300	13,914	266,600	21,138
Concord			23,800		4				3,522	2,900	27,322	2,900
Durham	10	24,750	130,880	90,960	31	38	8,500	4,000	53,410	2,300	192,790	97,260
Elizabeth City	1	450	9,100	450	6	1	850	100	30	1,400	9,980	1,950
Fayetteville	13	6,050	129,000	6,050	49	13	6,000	1,050	52,104	15,199	187,104	22,299
Gastonia	3	1,500	60,750	1,500	15	3	200		5,000	300	65,950	1,800
Greensboro			8,000		4		300				8,300	
Greenville	1	479	134,690	479	36	1	17,095	525	29,031	8,321	180,816	9,325
Hickory			3,000		1				300	606	3,300	606
High Point			16,200		11		1,210	100	3,205	4,550	20,615	4,650
Kinston			68,950		24		29,080	842	23,411	24,156	121,441	24,998
Lexington			11,900		6		2,565	25,450	2,650	1,150	17,115	26,600
Lexington	1	475	11,610	475	9	1	7,000	600	21,500	3,934	40,110	5,009
New Bern			8,400		4		9,000	125	1,570	190	18,970	315
Raleigh			115,750		28		100,800	4,500	3,550	4,550	220,100	9,050
Reidsville			15,950		4				1,250	4,500	17,200	4,500
Rocky Mount			65,960		14			240		1,100	65,960	1,340
Salisbury	2	648	29,050	648	9	2	52,550	525	21,305	1,985	102,905	3,158
Shelby			5,700		3		15,320	150		375	21,395	304
Statesville			3,300		2						3,300	
Thomasville			6,700		4		4,000			400	10,700	400
Wilmington			6,000		6		32,200	725	1,350	8,414	39,550	9,139
Wilson			6,500		3			9,500	53,118	2,575	59,618	12,075
Winston-Salem			130,015		27		19,565	4,460	46,441	35,124	196,021	39,584

\*One-family, two-family dwelling; totals included in new residential buildings.



## NORTH CAROLINA

## Labor and Industry

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No. 11

**Child Labor Increases During September**

As North Carolina men and women leave civilian production jobs in increasing numbers to serve in the armed forces and work in war industries, more and more children 16 and 17 years of age are going to work. A large majority of these minors are obtaining work in various manufacturing occupations in the State.

Since the beginning of the war, and especially since the beginning of 1942, the number of work permits issued to children by county welfare superintendents throughout the State has shown a steady increase. This fact is borne out by the September report of the Labor Department's Division of Statistics. According to this report, a total of 3,596 minors took jobs in industry and other types of employment during the month. This was 576 more than the number of children who went to work during August.

Of the 3,596 work permits issued, 3,013 went to minors 16 and 17 years of age. Among this group, 1,606 employment certificates went to minors who took jobs in various manufacturing industries. A total of 1,388 were issued to minors for work in non-manufacturing occupations. Only 19 permits were issued to children for construction work.

Of the total number of certificates issued to children in all age groups 2,067 went to boys and 1,529 to girls.

Only 583 permits were issued to minors under 16 years of age. Of these, 354 went to boys and 229 to girls. This represents a slight decrease in the number of minors in this age group who went to work. During August the number was 599.

Under the North Carolina Child Labor Law, minors 16 and 17 years of age are permitted to work in a wide variety of manufacturing occupations, and children 14 and 15 in non-manufacturing work. Under the Fair Labor Standards Act, no minors under 16 years of age may work in any industry engaged in interstate commerce or in the production of goods for interstate commerce. In certain hazardous occupations the minimum age set by the Act is 18 years.

**NEED FOR UNIFORM SAFETY PROGRAM CITED**

Both war and peacetime needs require the establishment of a uniform, nation-wide industrial safety code, Commissioner Forrest H. Shuford told delegates to the National Safety Congress in Chicago on October 28.

Speaking on "Eliminating Conflicts Among State Safety Requirements", Commissioner Shuford said: "It has long been recognized that a program of accident prevention is a major responsibility of government, as well as of industry itself. However, the separate states have acted independently in developing safety programs, with the result that a hodge-podge of safety codes with conflicting requirements now exists throughout the country. Since there are no uniform standards, many requirements are likely to be based on opinions rather than on facts."

A major barrier to securing properly safeguarded machinery and equipment lies in these conflicts among state codes and the inadequacies of the standards used by inspection authorities, Commissioner Shuford told the group. "Though some prog-

ress has been made in developing guards for dangerous machinery, much still remains to be done, especially in common woodworking and metalworking machines," he said.

"There is no question but that the accident rate in industry would decrease greatly if hazardous machines were properly guarded," the Commissioner declared.

Commissioner Shuford said that a uniform, nation-wide system of safety standards and requirements is being developed by the International Association of Governmental Labor Officials, which initiated the program. The Association is cooperating with the National Safety Congress, the United States Department of Labor, and the American Standards Association toward this end, he said. The Commissioner suggested that such a program could be facilitated through a subsidy from the federal Labor Department to State agencies charged with promoting industrial safety.

"The defects in our present antiquated system can only be corrected by one of two methods," he said. "First, by working together the states can work out a set of uniform code requirements somewhat similar to the accomplishments in the field of boiler and elevator inspection requirements. Second, the defects in our present system could be ironed out by the Congress enacting legislation authorizing a branch of the Federal Government to promulgate and enforce uniform safety and health codes throughout the nation—a companion law to the Federal Wage and Hour Act.

"Personally, I prefer the former method," the Commissioner said. "I believe that the problem of industrial safety and health is a state responsibility, and will remain so if the states—all of them, not just a mere handful—will meet this obligation to their people."

Mr. Shuford's statements were made to the Government Safety Service in Industry section of the Congress.

Commissioner Shuford represented North Carolina at the three-day Safety Congress meeting. He is vice-president of the International Association of Governmental Labor Officials, and is chairman of the Committee on Machinery Safety Requirements appointed by that body.

**"E" Award**

As more North Carolina manufacturing establishments continue to receive the joint Army-Navy "E" award for outstanding production work on war contracts, all North Carolinians may take pride in the fact that our labor and managing groups are placing the war effort before everything else.

Four North Carolina firms have been honored with the award so far. These are the Chatham Manufacturing Company of Elkin, Cramerton Mills of Cramerton, the North Carolina Shipbuilding Company of Wilmington, and the Hanes Knitting Company of Winston-Salem.

The Army-Navy "E" Award is given to firms which maintain a high quality and quantity of production in view of available facilities, overcome production obstacles, maintain fair labor standards, have effective management, good accident, health and plant protection records, avoid stoppages of work, and train additional workers for the labor force.

The fact that four North Carolina firms have received this award indicates the growing scope and efficiency of our Tar Heel industries.



# NORTH CAROLINA LABOR and INDUSTRY

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FORREST H. SHUFORD  
Commissioner of Labor

MINNIE S. GOSNEY, Editor

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## Producing for Victory

Appearing on the front page of this issue is a brief account of the wartime achievements of four North Carolina manufacturing concerns. These plants, their management, and their thousands of Tar Heel working people, have made an outstanding contribution to the war effort by their production records. In recognition of this contribution, the War and Navy Departments have seen fit to honor them with the coveted Army-Navy "E" Award, which is given as a symbol of merit and accomplishment to industries which have done the biggest and best job of wartime production.

If the production of large quantities of war materials and supplies were the sole criterion of achievement, it would not be difficult for the majority of our industries to obtain the "E" Award. In sheer quantity, our mills and factories are turning out more goods than we are able to get to the fighting fronts of the world.

The Army-Navy "E" Award is given to firms which "maintain a high quantity and quality of production in view of available facilities." At the outbreak of the war, North Carolina industry occupied a high place, both in the South and throughout the nation. However, it was not equipped with anything like the "available facilities" which were at hand in the industries of more highly industrialized states. Despite this fact, production of goods for war in North Carolina has been second to none. The materials which the industries of our State are equipped to produce have been rolled off the lines in record-breaking quantities.

The next requirement for receiving the "E" Award is that of "overcoming production obstacles". Production obstacles in many cases include an inadequate supply of labor, difficulty in obtaining the necessary raw material supplies, and inadequacies in available plant equipment. There have been reports that North Carolina labor was being illegally solicited for work in other regions, in manufacturing states which face the same labor shortage which has occurred nearly everywhere in the country. Despite these obstacles, plus the additional fact that some converting, rebuilding and retooling has had to be done, our industries have overcome many of the production obstacles with which they were confronted at the outset of the "Battle of Production".

One of the most important of the "E" Award requirements to millions of Americans is the "maintenance of fair labor standards". It is admittedly no easy job to maintain such standards, which were developed during a decade in which the threat of immed-

## Employment and Payrolls for North Carolina

Prepared by Statistical Division

Due to the new arrangement between the North Carolina Department of Labor and the Bureau of Labor Statistics, we have been able to increase the coverage of the statistical sample for North Carolina Employment and Payroll.

Your cooperation in supplying current information each month is earnestly desired and will be much appreciated. If your name is not on our mailing list, we shall be glad to add it in order that we might receive your employment data.

### Employment, Payrolls, and Earnings In All Manufacturing and Non-Manufacturing Industries AUGUST-SEPTEMBER, 1942

INDUSTRIES	No. Firms Reporting	EMPLOYMENT		PAYROLLS		AVERAGE WEEKLY EARNINGS		AVERAGE HOURS PER WEEK PER MAN		AVERAGE HOURLY EARNINGS	
		Number Aug.-Sept., '42	% Change Over Month	Amount Aug.-Sept., '42	% Change Over Month	Amount Aug.-Sept., '42	% Change Over Month	Amount Aug.-Sept., '42	% Change Over Month	Am't Cts. Aug.-Sept., '42	% Change Over Month
Manufacturing Total	729	190,191	— .3	\$4,648,629	+ 2.4	\$24.44	+ 2.7	39.6	NoChg	61.7	+ 3.0
Brick, Tile, Terra Cotta	9	571	— 15.0	8,392	— 23.4	14.69	— 9.9	35.5	— 10.1	41.3	+ .2
Cotton Goods	210	90,838	— .5	1,910,882	— 1.4	21.03	— .9	38.3	— 1.2	54.8	+ .3
Cottonseed—Oil	6	263	+134.8	5,032	+222.3	19.13	+37.3	53.3	+41.0	35.8	— 2.7
Dyeing & Finishing	15	3,837	— 1.1	76,996	— .6	20.06	+ .6	36.1	— .8	55.5	+ 1.6
Fertilizer	35	978	+ 21.9	17,768	+ 7.1	18.16	— 12.1	38.7	— 6.5	46.8	— 6.4
Furniture	48	9,804	+ 1.5	201,804	+ 3.3	20.58	+ 5.0	40.4	+ 3.3	50.8	+ 1.3
Hosiery—F F	43	10,313	— .6	248,188	+ 3.3	24.06	+ 4.0	37.6	+ 2.7	63.9	+ 1.4
Hosiery—Seamless	89	12,433	No Chg	221,062	— 2.6	17.78	— 2.6	34.9	— 1.4	50.8	— 1.3
Knit Goods—Flat	5	4,393	+ 3.1	91,319	+ 7.7	20.78	+ 4.4	39.5	NoChg	52.5	+ 4.3
Lumber (Including Planing Mills)	45	4,323	— 4.8	83,475	— 5.2	19.30	— .5	41.7	— 1.4	46.2	+ .8
Paper Boxes (Corrugated, Folded & Set-Up)	15	642	+ 15.0	13,139	+ 22.3	20.46	+ 6.3	40.7	+ 4.8	50.2	+ 1.4
Pulp Mills	5	4,384	— 1.1	151,301	+ 3.0	34.51	+ 4.2	41.6	+ 1.9	82.7	+ 2.0
Printing & Publishing	23	591	+ .5	17,865	— .4	30.22	— .9	35.7	— .5	84.6	— .4
Rayon	20	6,260	— 1.3	149,366	— .8	23.86	+ .5	43.5	+ .4	54.7	NoChg
Tobacco Products (Snuff, Cigarettes, & Chewing Tob.)	8	10,559	— .2	302,682	— 5.7	28.66	— 5.5	39.5	— 4.1	72.4	— 1.6
Woolen Mills	153	Insufficient Data At Time Of Release				38.30	+13.2	44.6	+ 2.5	85.7	+10.5
Other Industries	30,002	+ .1		1,149,358	+ 13.4						
Non-Manufacturing Total	349	6,243	+ 2.8	\$ 118,823	+ 4.4	\$19.03	+ 1.6	41.8	— .2	45.4	+ 1.7
Retail	212	3,174	+ 3.5	53,758	+ 5.2	16.93	+ 1.6	40.3	— .2	41.9	+ 1.6
Wholesale	95	1,207	+ 2.3	38,239	+ 2.0	31.68	— .2	42.1	— 1.4	75.2	+ 1.0
Laundries, Dyeing & Cleaning	16	781	— 1.0	11,063	+ 5.2	14.16	+ 6.3	44.5	+ .2	31.8	+ 6.3
Mines & Quarries	19	460	+ 4.7	9,159	+ 8.6	19.91	+ 3.7	41.2	+ .9	48.2	+ 2.7
Public Utilities	7	Insufficient Data At Time Of Release									
Hotels	621	+ 3.5		6,604	+ 4.5	10.63	+ .9	46.1	+ .2	23.0	+ .8
Insurance & Brokerage	No Hours Reported										
Other Lines of Trade	Insufficient Data At Time Of Release										
Total—All Manufacturing & Non-Manufacturing	1,078	196,434	— .2	\$4,767,452	+ 2.4	\$24.26	+ 2.6	39.6	— .2	61.1	+ 2.8

iate war was not present. Fair labor standards means reasonable working hours at rates of pay which are accepted as fair, good labor-management relations, and adherence to the provisions of State and Federal laws governing labor standards. When a plant can maintain these standards and at the same time attain a high degree of production performance, it has rendered a twofold service. It has contributed vital materials for the prosecution of the war. Equally important, it has helped to preserve one of the main features of the democracy for which we are fighting the war. The preservation of fair labor standards throughout the war and post-war periods means that our victory will be more than a military triumph; it will be a victory for humanity and for the civilian forces which are working for a better world in which to live.

Next requirement is "effective management". If all of the other requirements are met, the management is certain to be effective since the maintenance of fair labor standards and a high rate of production are directly dependent upon such management.

"Good accident, health and plant protection records." The importance of industrial safety cannot be over-emphasized. It has been frequently

pointed out that the number of man-hours lost through strikes is only a fraction of the number lost because of the disabling of workers by accidents. In a time when our very existence as a free nation centers largely upon war production, the maintenance of a good safety record is another important contribution to the war effort.

"Avoidance of work stoppage." Uninterrupted production requires the full cooperation of labor and management. It hinges directly upon fair labor standards and effective management, plus the patriotism of both groups.

"Training additional workers." The wartime expansion of our industries has made necessary the training of several million new skilled workers. Many industries are succeeding in training these employees and at the same time are keeping production standards at a high level.

The North Carolina Department of Labor joins many other groups in commending the industries which have shown such a degree of initiative and patriotism. It is to be hoped that more of our industrial establishments will achieve similar records, and that the Army-Navy "E" Award will be displayed by many plants throughout the State.



## DIVISION OF STANDARDS AND INSPECTIONS

### State Inspections

Routine inspections of 291 establishments employing 10,804 employees were made during September by the State inspectors of the Division of Standards and Inspections. Compliance and follow-up visits were made to 89 establishments and eight conferences were held.

A total of 803 violations of the State Labor Law and rules and regulations were reported as follows:

Hour Law .....	48
Time Records .....	50
Child Labor .....	455
Sanitation .....	41
Seats .....	1
Drinking Water Facilities .....	14
Safety Code Violations .....	81
Miscellaneous .....	113

Corrections were reported in 727 instances, 434 of which dealt with infractions of the State Child Labor Law. The majority of the child labor violations were of a minor nature, arising from failure of the employer to secure an employment certificate, failure to keep the records required by law, and failure to post a schedule of working hours. About 80 percent of the violations were found in mercantile establishments.

Two special investigations were made in cotton mills in which it was alleged the humidity was too high for the health of the employees. In each case the allegations were found to be true and recommendations were made for correction.

There were no prosecutions during the month.

### Wage and Hour News

A total of 174 wage-hour inspection cases were closed by the Department of Labor during September.

Many of the inspections were made in conjunction with war assignment surveys and inventories which the Department has undertaken at the request of various federal war agencies.

Among 158 manufacturing and commercial establishments engaged in interstate commerce and subject to the provisions of the Fair Labor Standards Act, 63 were found in full compliance with the Act, 52 others were failing to keep the required employee and payroll records, and 43 were violating basic provisions of the Law.

The latter were failing to pay their employees the minimum wage rates or overtime compensation required by the Act.

Forty-six of the firms violating the wage-hour statute paid \$9,369 in back wages to 281 of their employees during the month. This sum represents the difference between the wages received by the employees and the amounts to which they were entitled under the Wage and Hour Law.

The wage-hour Legal Branch closed one criminal and one civil action and instituted another civil action against establishments believed to be flagrantly and wilfully violating the provisions of the Act. In another criminal action brought early in October, a shirt manufacturing company was fined \$17,000 in Federal Court for violating the Act. All but \$2,500 of the fine was suspended on condition that the firm compute and pay back wages

due all of its employees within the next three months.

### Seamless Hosiery Committee

The seamless hosiery industry committee has been reconvened under the Wage and Hour Law for the purpose of considering a new minimum wage for the industry. Since September 15, 1941, the manufacture of seamless hosiery has been under a wage order calling for payment of not less than 30 cents an hour to all workers engaged in the industry. With upwards of 25,000 North Carolina workers in seamless hosiery manufacture, a substantial number of Tar Heel employees will stand to gain modest wage increases if the industry committee recommends a 40-cents an hour wage order.

Average hourly earnings in 91 seamless hosiery mills in the State during September were reported to be slightly over 61 cents. The firms covered in this survey employed more than 12,000 workers, or nearly half the total number in the State. The average hourly wage figure includes the wages paid highly skilled workers, as well as those of semi-skilled and unskilled employees, and is not representative of the wages of the group which would benefit from a wage order.

Two North Carolina men are serving on the industry committee. They are Frank de Vyver of Durham and W. W. Neal, Sr., of Marion. They serve along with seven other committee members from various sections of the country and will study economic conditions in the industry for the purpose of recommending the highest minimum wage which will not substantially curtail employment.

De Vyver is serving on the group representing the public; Neal on the employer representative group.

The industry committee held its first meeting October 29 in the national Wage and Hour Division headquarters in New York City.

### Printing, Publishing Industry

Establishment of a 40-cents an hour minimum wage in the printing, publishing, and allied graphic arts industry has been recommended to the wage-hour administrator by the committee for the industry.

Upon approval by the administrator, a wage order will be issued and the 40-cent minimum will become operative.

Forty-four North Carolina daily newspapers, numerous commercial printshops, and a small number of weekly and semi-weekly newspapers will be covered by the wage order. Many clerical workers, janitors, and maintenance workers are expected to receive small wage increases as a result of a wage order for the industry. It is known that many of these workers in North Carolina have been receiving no more than the 30-cents hourly statutory minimum provided in the Wage and Hour Law.

The wage order for the industry will affect only a few weekly and semi-weekly papers in North Carolina, since weekly and semi-weekly papers with a circulation of less than 3,000, the major portion of which circulation is within the county where printed and published, are exempt from the law. With a handful of exceptions, North Carolina's 175 weekly and semi-

## THE Veterans' Service Division

—FRANK M. SASSER, Service Officer—

September, 1942

Letters Written .....	319
Folders Reviewed .....	212
Examinations .....	35
Hospitalizations .....	29
Personal Interviews .....	315
Appearances Before Rating Board .....	194
New Cases .....	68
Old Cases .....	391
Total Cases .....	459
Compensations .....	31
Increased Compensations .....	\$1,189.55
Back Compensations .....	5,038.72
Total Compensations .....	6,228.27

weekly newspapers have circulations of less than 3,000 which are confined mainly to the counties in which they are printed and published.

The definition of the printing and publishing and allied graphic arts industry includes clerical, maintenance, shipping and selling occupations, as well as all other occupations necessary to the production of the products or services specified in the definition. A large variety of commercial printed products are covered by the definition.

### Converted Paper Products

Still pending is the wage order for the converted paper products industry. The industry committee has recommended a 40-cents hourly minimum, to be applied to the entire industry. Previous wage rates of 40, 38, and 36 cents an hour, which were recommended by the first industry committee, have been in effect for different branches of the industry since June 30, 1941. Before that time, the statutory minimum of 30 cents an hour prevailed.

### Benefits of Wage-Hour Act Discussed in Broadcast

Benefits of the Federal Wage and Hour Law to 17,000,000 workers during the first four years of its enforcement were pointed out in a radio broadcast celebrating the fourth anniversary of the Act on October 24.

Participating on the program were Commissioner Shuford and Mr. R. L. McMillan, Raleigh attorney and former State commander of the American Legion. WPTF carried the program. Mr. McMillan representing the public, queried Commissioner Shuford on subjects in which the public is most interested concerning the Wage and Hour Law.

"The chief value of the law to the nation in wartime has been the training of many thousands of industrial workers through the operation of the overtime provision," Mr. Shuford said. Other benefits cited were the elimination of unfair competition based upon sub-standard wage scales, stabilization of the labor market, and wage increases for many additional workers through the establishment of wage orders.

In discussing criticisms of the law, Commissioner Shuford said that the people have now learned that "the so called 40-hour week not only does not limit work but it actually in-

(Continued on page 4, column 2)



# September Building Permits

Prepared by Statistical Division

## Morehead City Leads Towns

The twenty-one reporting towns of less than 10,000 in population reported \$16,622 spent for construction during September. Of this amount \$5,035 was spent for residential building, \$170 for non-residential, and \$11,417 for additions, alterations, and repairs.

Morehead City was first with an expenditure of \$3,000. Edenton was second and Asheboro third.

Towns reporting included Asheboro, Belmont, Dunn, Graham, Edenton, Forest City, Hamlet, Henderson, Hendersonville, Lenoir, Lincolnton, Lumberton, Mooresville, Morehead City, Morganton, Mount Airy, North Wilkesboro, Roanoke Rapids, Southern Pines, Spindale, and Washington.

## September Building 93.8 Percent Above that of August

Building expenditures in the 26 largest North Carolina cities during September was 93.8 percent higher than for August of this year and 74.6 percent below that of September 1941. Number of permits issued during September was 234.0 percent higher than that of August and 36.4 percent lower than that of last September.

The total estimated cost of construction was \$583,698. Of this sum \$342,738 was for residential building, \$63,990 for non-residential building and \$176,332 for additions, alterations, and repairs. A total of 501 permits were issued.

Durham led the cities. Fayetteville was second and Winston-Salem third.

## Benefits of Wage-Hour Act Discussed in Broadcast

(Continued from page 3)

creases the efficiency of the workers."

Increased emphasis upon industrial safety activities has been brought about through the consolidation of the wage and hour and public contract divisions, Mr. Shuford said. Under the cooperative agreement between North Carolina and the United States departments of labor, the State Department will enforce the public contracts act in the State as well as the fair labor standards act.

It was pointed out that during the last fiscal year, a total of \$647,000 was secured in back wages for more than 23,000 North Carolina employees. This sum represents an average restitution of about \$28 to each worker who received back wages, and can hardly be

regarded as inflationary, Mr. Shuford said.

In discussing the benefits which Tar Heel employees have received as a result of industry wage orders, the Commissioner said that workers in the textile industry, in lumber and furniture manufacturing, and in the tobacco processing industry, are important groups among those affected. Besides raising these wages to a higher level, the wage orders have helped to iron out some of the wage differentials prevalent throughout different sections of the country, he said.

In addition to the regular work of the Department of Labor, the inspection force has been mobilized to make surveys and inventories of critical war materials, Mr. Shuford said. "It has been found that our inspectors can be of direct assistance in the war effort by utilizing their training and experience in this matter, and I can tell you that this is a type of inspection work in which we are proud to have a part," he said.

## Type of September Building Construction in 26 Cities Reporting

TYPE OF BUILDINGS	Buildings for Which Permits were Issued	
	NO.	COST
Residential Buildings:		
One family dwellings	113	\$342,738
Non-Residential Buildings:		
Factories, bakeries, ice plants, laundries, and other workshops	3	1,200
Garages, public	3	220
Garages, private (when separate from dwelling)	21	3,505
Institutions	1	350
Office buildings, including banks	2	1,300
Schools	1	50,000
Sheds, poultry houses, contractors' temporary offices, etc.	5	350
Stores and other mercantile buildings	5	6,550
All other non-residential	5	515
Total New Residential Buildings	46	\$ 63,990
Additions, Alterations, and Repairs:		
On residential buildings:		
Housekeeping dwellings	248	52,047
Non-housekeeping dwellings	30	6,315
On non-residential buildings	64	117,970
Total	342	\$176,332

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES, SEPTEMBER, 1941, AND SEPTEMBER, 1942

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	September 1941	September 1942	Percentage Change	September 1941	September 1942	Percentage Change
Total	788	501	-36.4	\$2,300,226	\$583,698	-74.6
Residential buildings	372	113	-69.6	1,371,867	342,738	-75.0
Non-residential buildings	76	46	-39.4	577,923	63,990	-88.9
Additions, alterations, and repairs	340	342	+ .5	350,436	176,970	-49.5

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES, AUGUST, 1942, AND SEPTEMBER, 1942

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	August 1942	September 1942	Percentage Change	August 1942	September 1942	Percentage Change
Total	150	501	+234.0	\$301,065	\$583,698	+ 93.8
Residential buildings	59	113	+ 91.5	100,562	342,738	+240.8
Non-residential buildings	53	46	- 13.2	60,761	63,990	+ 5.3
Additions, alterations, and repairs	38	342	+800.0	140,567	176,970	+ 25.8

## SUMMARY OF SEPT., 1942, BUILDING CONSTRUCTION WORK IN 26 PRINCIPAL CITIES OF NORTH CAROLINA Totals of September, 1941, Included for Comparison

CITY	No of Buildings	Private Construction*	NEW RESIDENTIAL BUILDINGS				NEW NON-RESIDENTIAL BUILDINGS		ADDITIONS, ALTERATION, AND REPAIRS		ESTIMATED COST OF CONSTRUCTION WORK	
			ESTIMATED COST		NO. FAMILIES							
			September 1941	September 1942	September 1941	September 1942	September 1941	September 1942	September 1941	September 1942	September 1941	September 1942
Total	113	\$342,738	\$1,234,981	\$342,738	358	113	\$446,500	\$63,990	\$372,872	\$176,332	\$2,054,353	\$583,060
Asheville			24,200		6				8,590	8,632	86,165	8,632
Burlington			5,266		3		53,375				5,266	
Charlotte	3	2,550	185,300	2,550	45	3	48,000	1,180	33,300	9,265	266,600	12,995
Concord			23,800		4				3,522	1,300	27,322	1,300
Durham	65	236,800	130,880	236,800	31	65	8,500	4,900	53,410	7,220	192,790	248,920
Elizabeth City	2	400	9,100	400	6	2	850	235	30	4,250	9,980	4,885
Fayetteville	40	100,288	129,000	100,288	49	40	6,000	1,280	52,104	10,083	187,104	111,651
Gastonia			60,750		15		200	1,200	5,000	2,000	65,950	3,200
Goldsboro			8,000		4		300				8,300	
Greensboro			134,690		36		17,095	1,045	29,031	7,965	80,816	9,010
Greenville			2,500		2				3,500	325	6,000	325
Hickory			23,300		11		46,300	485	10,290	2,775	79,890	3,260
High Point			68,950		24		29,080	1,210	23,411	17,146	121,441	18,356
Kinston	1	500	11,900	500	6	1	2,565	200	2,650	500	17,115	1,200
Lexington			21,870		12		800	275	175	2,615	22,845	2,890
New Bern			8,400		4		9,000	500	1,570	400	18,970	900
Raleigh			115,750		28		100,800		3,550	1,165	220,100	1,165
Reidsville			18,100		4				20,150		38,250	
Rocky Mount			65,960		14			550		1,400	65,960	1,950
Salisbury			29,050		9		52,550	50,420	21,305	6,070	102,905	56,490
Shelby			5,700		3		15,320		375	607	21,395	607
Statesville			3,300		2						3,300	
Thomasville			6,700		4		4,000			300	10,700	300
Wilmington	2	2,200	6,000	2,200	6	2	32,200	60	1,350	11,577	39,550	13,837
Wilson			6,500		3				53,118	75	59,618	75
Winston-Salem			130,015		27		19,565	450	46,441	80,662	196,021	81,112

\* One-family, two-family dwelling; totals included in new residential buildings.



# NORTH CAROLINA Labor and Industry

*Monthly Bulletin of the Department of Labor, Forrest H. Shuford, Commissioner*

Vol. IX

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No. 12

## Conference Meets

The ninth National Conference on Labor Legislation met in Indianapolis, Indiana, on November 17 and 18. The conference was attended by state labor commissioners and labor representatives. North Carolina was represented by Commissioner Forrest H. Shuford, E. L. Sandefur, Carolinas Director for the Congress of Industrial Organizations, and C. A. Fink, President of the North Carolina State Federation of Labor, who were designated by Governor Broughton as the representatives from North Carolina.

Major emphasis of the meeting was on labor standards as a means of sustaining maximum war production and making the best use of available labor supply. The delegates held round-table discussions and gave reports on progress in state labor legislation.

Since no legislative program has been recommended in North Carolina because of the war conditions, there was no official report from Commissioner Shuford.

Topics discussed at the conference included the following: "Experience in the adjustment of state labor standards to war needs"; "Safety, health and working conditions to sustain maximum war production"; "Problems involved in expanding the labor supply to include large numbers of younger workers, women, older workers, minority groups and handicapped workers;" "National war policy on hours of work;" and "Minimum wage procedure in wartime."

## "E" Award

Two more North Carolina manufacturing firms have recently been awarded the Army-Navy Production Award for outstanding records in production of war goods.

They are the Carolina Aluminum Company of Baden and the Edwards Company of Sanford. Other North Carolina companies which have received the "E" Award are the Chat-ham Manufacturing Company of El-kin, the Cramerton Mills of Cramerton, and the Hanes Knitting Com-pany of Winston-Salem.

The North Carolina Department of Labor takes pride in congratulating these latest recipients of the "E" Award for the devotion and patriotism of their employees and management.

## FIELD OFFICES ANSWER WAGE, SALARY INQUIRIES

The Department of Labor field offices in Raleigh, Greensboro, Charlotte and Asheville are now handling requests for information concerning the national wage and salary stabilization program.

As part of the decentralized machinery for regulating wages and salaries, the National War Labor Board has arranged for inquiries to be answered by the Wage-Hour field offices of the United States Department of Labor. Since North Carolina constitutes a separate wage-hour region, with all administrative and enforcement work done by the State Department of Labor, the field offices of the Department have been designed as agents of the War Labor Board for handling all wage adjustment inquiries in the State. In carrying out this work, the field offices are directly responsible to Mr. M. T. Van Hecke, Re-

gional Director of the War Labor Board with headquarters in Atlanta, Ga.

The main function of the North Carolina field offices under the new program is to answer questions concerning the application of the President's Wage Stabilization Order with respect to wage and salary adjustments over which the War Labor Board has jurisdiction. The offices are also assisting and advising interested persons in executing applications for wage increases or adjustments which require approval of the Board.

If the Labor Department office determines that approval by the War Labor Board is necessary before an adjustment can be made in any particular case, it will assist the applicant in filling out an application. Such applications will be forwarded for consideration to the WLB regional office.

The Department field personnel has been instructed in procedures in handling information requests, coverage of the Executive Order, exemptions provided under the WLB General Orders, and the proper use of application forms. The wage-hour Technical Unit for North Carolina is assisting the Labor Department with the wage stabilization work.

Inquiries should be directed to the field office nearest to the applicant.

## Women In Industry

Two out of every five workers in North Carolina's wartime industrial machine are women, according to a Labor Department survey of five major industries.

A total of 81,812 men and 52,763 women are employed by 666 manufacturing establishments covered by the study. Of the 134,575 workers employed in these plants, 60.8 per cent are men and 39.2 per cent women.

Industries surveyed included 191 cotton textile establishments employing 41,500 men and 27,226 women; 44 furniture plants with 7,458 men and 253 women; 42 full-fashioned hosiery mills with 3,608 men and 6,397 women; 80 seamless hosiery mills with 3,303 men and 6,877 women; and 15 rayon manufacturing plants with 2,253 men and 2,041 women. A total of 294 mills listed as "other industries" were also surveyed, employing 23,690 men and 9,969 women.

The percentage of women employed is highest in the hosiery industry, in which the seamless hosiery branch employs 67.6 per cent women and the full-fashioned branch 63.9 per cent women.

Women also are employed in 54 per cent of the clerical and office jobs in manufacturing plants, the report shows, with 1,497 men and 1,757 women in this type of employment.

Latest available figures show that 378,000 workers are employed in manufacturing establishments alone in North Carolina, exclusive of trade and commercial occupations. Based upon this total, the Labor Department survey covered approximately 35.5 per cent of the wage earners currently employed in all Tar Heel industries.

## Wartime Wages

Charges that unduly high wages are paid to the majority of workers in America's war industries are not borne out by the preliminary August report of hours and earnings made by the United States Department of Labor.

Weekly wages in aircraft manufacture are listed as \$46.09; in foundries and machine shops, \$45.74; petroleum refining, \$43.54; blast furnaces, steel works and rolling mills, \$42.22; cotton goods, \$22.39.

The report, which includes several other industries, was based upon reports from approximately 30,000 manufacturing establishments employing about 7,000,000 workers.



# NORTH CAROLINA LABOR and INDUSTRY

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FORREST H. SHUFORD  
Commissioner of Labor

MINNIE S. GOSNEY, Editor

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## More Guns: Less Enemies

America's laboring men and women will be spurred to new heights of productive work by the news of the magnificent victories being won by our fighting forces on the land, on the sea, and in the air.

The grim business of fighting and winning this war is not a one-sided affair confined to one segment of our population. Everyone of us is in it, neck deep. At the front lines, the fighting soldiers, sailors, and airmen of America carry Old Glory forward to certain triumph. Back across the oceans, millions of Production Soldiers toil day and night to get the instruments of destruction into the hands of the heroic men who will turn them against the enemy. In our government, vigilant men are working to make certain that the materials of war will get to the fronts on time and in sufficient quantity. Back of all these groups is the united, indignant, aroused American people, who are taking wartime sacrifices on the chin and asking for more — hysterical columnists to the contrary.

All groups in our nation who support the war effort are resolved that there shall be an end to the piddling, inert business of "Too Little" and "Too Late." The time for that end is Now.

After months of silent effort — months in which confusion, doubts, and questioning disturbed the confidence of Americans and during which the skilled propagandists of the enemy did their utmost to aggravate that confusion—these United States of America are hitting their traditional stride once again. This is a fact which makes Americans happy; one which should make every one of us redouble his individual effort to carry this war through to a speedy and complete victory.

## The "40-Hour" Week Again

An editorial in a recent issue of the St. Louis Post-Dispatch, captioned "The 40-Hour Week Debate," makes the point that the Wage and Hour Law does not limit the work week to 40 hours and says that key industries are working as much as 70 hours a week. The only legal requirement is that time and a half be paid for the hours above 40,

## Employment and Payrolls for North Carolina

Prepared by Statistical Division

Due to the new arrangement between the North Carolina Department of Labor and the Bureau of Labor Statistics, we have been able to increase the coverage of the statistical sample for North Carolina Employment and Payroll.

Your cooperation in supplying current information each month is earnestly desired and will be much appreciated. If your name is not on our mailing list, we shall be glad to add it in order that we might receive your employment data.

### Employment, Payrolls, and Earnings In All Manufacturing and Non-Manufacturing Industries

SEPTEMBER-OCTOBER, 1942

INDUSTRIES	EMPLOYMENT			PAYROLLS		AVERAGE WEEKLY EARNINGS		AVERAGE HOURS PER WEEK PER MAN		AVERAGE HOURLY EARNINGS	
	No. Firms Reporting	Number Sept.-Oct., '42	% Change Over Month	Amount Sept.-Oct., '42	% Change Over Month	Amount Sept.-Oct., '42	% Change Over Month	Amount Sept.-Oct., '42	% Change Over Month	Am't Cts. Sept.-Oct., '42	% Change Over Month
Manufacturing Total.....	771	177,903	+ .3	\$3,997,967	+ 3.3	\$22.47	+ 2.9	40.6	+ 4.6	55.3	+ 1.4
Brick, Tile, Terra Cotta.....	9	312	- 2.5	4,073	- 5.7	13.05	- 3.3	31.1	- 8.7	41.9	+ 6.0
Cotton Goods.....	228	96,153	- .2	2,071,791	+ 1.7	21.54	+ 1.9	40.6	+ 6.0	52.9	+ 3.9
Cottonseed—Oil.....	6	315	+ 21.6	6,424	+ 25.4	20.39	+ 3.1	53.3	- .3	38.2	+ 3.5
Dyeing & Finishing.....	18	4,705	+ .8	103,839	+ 8.4	22.06	+ 7.5	39.1	+ 6.5	56.3	+ 1.0
Fertilizer.....	36	1,281	+ 15.5	24,421	+ 19.2	19.06	+ 3.2	40.7	+ 4.6	46.8	- 1.0
Furniture.....	60	12,372	+ 3.6	273,041	+ 9.0	22.06	+ 5.2	42.6	+ 2.8	51.7	+ 2.1
Hosiery—F F.....	42	10,754	+ .6	274,619	+ 4.1	25.53	+ 3.4	38.9	+ 2.6	65.5	+ .6
Hosiery—Seamless.....	88	10,680	- .5	192,390	+ 2.9	18.01	+ 3.4	35.8	+ 1.4	50.3	+ 2.0
Knit Goods—Flat.....	8	4,740	+ .3	103,086	+ 5.9	21.74	+ 6.3	40.7	+ 3.8	53.3	+ 2.3
Lumber (Including Planing Mills).....	57	4,862	- 5.5	92,065	- 7.1	18.93	- 1.7	40.9	- 2.6	46.2	+ .8
Paper Boxes (Corrugated, Folded & Set-Up).....	15	773	+ 20.4	15,925	+ 21.2	20.60	+ .6	42.2	+ 3.6	48.7	- 2.9
Pulp Mills.....	Insufficient Data at Time of Release										
Printing & Publishing.....	23	556	- .1	16,650	+ 2.2	29.94	+ 2.4	36.8	+ 2.7	81.3	- .3
Rayon.....	16	4,555	- .6	109,378	+ 2.4	24.01	+ 3.1	44.6	+ 1.8	53.8	+ 1.3
Tobacco Products (Snuff, Cigarettes, & Chewing Tob.).....	6	7,882	+ 2.7	221,085	+ 9.8	28.04	+ 6.9	40.4	+ 6.3	69.4	+ .7
Woolen Mills.....	Insufficient Data at Time of Release										
Other Industries.....	159	17,963	+ .6	489,180	+ 3.5	27.23	+ 2.8	42.2	+ 1.4	64.4	+ 1.2
Non-Manufacturing Total.....	312	6,514	+ 5.0	\$ 119,132	+ 4.3	\$18.28	- .7	41.0	- 1.9	44.5	+ 1.1
Retail.....	196	2,968	+ 6.9	48,142	+ 2.2	16.22	- 4.4	38.7	- 3.7	41.8	- .7
Wholesale.....	63	1,297	+ 15.2	37,964	+ 12.4	29.27	- 2.4	42.6	+ 4.1	68.6	- 6.2
Laundries, Dyeing & Cleaning.....	19	944	- .3	13,459	- .5	14.25	- .2	42.5	- 3.1	33.5	+ 3.0
Mines & Quarries.....	25	624	+ 1.7	11,585	- .8	18.56	- 2.5	38.5	- 4.7	48.1	+ 2.1
Public Utilities.....	Insufficient Data at Time of Release										
Hotels.....	9	681	- 7.8	7,982	- .8	11.72	+ 7.6	48.2	+ 1.9	24.3	+ 6.1
Insurance & Brokerage.....	No Hours Reported										
Other Lines of Trade.....	Insufficient Data at Time of Release										
Total—All Manufacturing & Non-Manufacturing.....	1,083	184,417	- .5	\$4,117,099	+ 3.3	\$22.32	+ 2.8	40.6	+ 4.3	54.9	- 1.2

the editorial points out. "Therefore these proposals for extending the work week and abolishing overtime are in truth proposals for cutting workers' pay. Every worker now earning overtime in war industries thus would suffer a loss of income. The question thus becomes, Would it be a good policy to cut workers' pay?"

The editorial points out that "the government has put into operation elaborate machinery for stabilizing prices and wages." If the government cuts wages, it must also reduce prices. "A whole new system of commodity price ceilings will have to be created. It can be seen at a glance what a complex and unsettling process this would be."

The editorial mentions the incentive for industry in the new income tax law and questions the incentive for workers to increase production "if they have to work for nothing eight or ten extra hours each week."

The editorial concludes: "By and large, the government's controls are working out well, both in stabilizing incomes and getting production. It is easy for the unthinking or the demagogue or the labor-baiter to cry out, 'Abolish the 40-hour week and increase production'. But it is not so simple when the actual facts and the necessary processes are examined."

## Employment, Earnings Show Small Gains

Employment and payrolls registered small gains in 1,083 industrial and non-manufacturing firms in North Carolina during October.

The reporting firms showed a gain of one-half per cent in employment, with 184,417 persons employed, and an increase of 3.3 per cent in total payrolls during a sample week in October. Payrolls aggregated \$4,117,099 during the week surveyed.

The average worker in these North Carolina firms received 54.9 cents an hour for a workweek of 40.6 hours, making his weekly paycheck total \$22.32.

Highest hourly wages paid during the month were in the printing and publishing industry, which averaged 81.3 cents. Tobacco manufacturing plants paid 69.4 cents; wholesale firms, 68.6 cents; and full-fashioned hosiery mills, 65.5 cents. Wages in the cotton textile industry averaged 52.9 cents an hour; in furniture manufacturing, 51.7 cents; and in lumber mills, 46.2 cents.

Hourly wages in all manufacturing industries, averaging 55.3 cents, were 10.8 cents higher than in the non-manufacturing group including commercial, service, and mining industries, which averaged 44.5 cents.



## DIVISION OF STANDARDS AND INSPECTIONS

### State Inspections

Routine inspections of 341 establishments employing 9,042 employees were made during October by the State inspectors of the Division of Standards and Inspections. Compliance and follow-up visits were made to 162 establishments and 10 conferences were held.

A total of 1,000 violations of the State Labor Law and rules and regulations were reported as follows:

Hour Law .....	61
Time Records .....	38
Child Labor .....	575
Sanitation .....	72
Seats .....	4
Drinking Water Facilities .....	13
Safety Code Violations .....	93
Miscellaneous .....	144

Corrections were reported in 727 instances, 373 of which dealt with infractions of the Child Labor Law. The apparently large number of child labor violations is accounted for by the fact that many employers neglected to secure an employment certificate for the minors working for them, failed to keep the records required by the State Child Labor Law, and failed to post a schedule of working hours. The great majority of these child labor violations were found in mercantile establishments.

There were no special investigations or prosecutions during October.

### Wage and Hour News

A total of 215 Wage and Hour Law inspection cases were closed in North Carolina during October. Many of these inspections were made in conjunction with war assignment surveys and inventories which the Department of Labor has undertaken at the request of federal war agencies.

Among 200 manufacturing and commercial establishments found covered by the Fair Labor Standards Act, 57 were found in full compliance and 143 were violating various sections of the Act. Eighty-four firms were keeping employee and payroll records which did not meet the requirements of the law, and 59 plants were violating the basic minimum wage and overtime provisions of the Act.

Restitution of back wages in the sum of \$37,414 to 764 employees was secured from 66 firms which had underpaid their employees according to the standards set by the Fair Labor Standards Act.

The Wage-Hour Legal Branch closed one criminal action against an establishment alleged to be wilfully violating the wage-hour statute, completed two civil actions, and instituted one other civil case during October, it was reported by U. S. Regional Attorney D. Lacy McBryde.

### Homeworkers Must Obtain Certificates

New wage-hour regulations prohibiting homework in the Women's Apparel Industry in or about a home, tenement, apartment, or residential room became effective on December 1.

The only exceptions to this rule will be for persons who obtain special homework certificates which are issued by the North Carolina Depart-

### War Aim

With productive capacity geared to the highest level in history, the United States will emerge from this war equipped to provide minimum living standards for everyone in this country "with ease," according to a recent Twentieth Century Fund report.

Full employment, full production and minimum living standards must become "fixed central goals" of government and private enterprise, the report states.

ment of Labor. When issued, such certificates will be valid for a period of not more than 12 months, or for a shorter period to be fixed in the certificate.

Each employer of homeworkers in the Women's Apparel Industry will be required, under the new regulations, to submit to the State Department of Labor on April 1 and October 1 of each year the homework handbooks of each worker employed by him during the preceding six-month period.

### Public Contracts News

A recent order under the Walsh-Healey Act signed by Secretary of Labor Frances Perkins permits the employment of young women sixteen years of age in industry, except where such employment would conflict with State minimum age laws or with hazardous occupations orders.

The order states that "In order to meet conditions created by the war production emergency, certain provisions of the Walsh-Healey Public Contracts Act have been set aside by the Labor Department to permit the employment of young women at the age of sixteen rather than at the present age of eighteen, where state laws will permit such employment. This permits those under-age young women to share equally with young men the responsibility of working on the war production front and makes identical the age standards under both the Fair Labor Standards Act and Public Contracts Act."

The exemption signed by Secretary Perkins provides:

(1) "That no girl under 16 years of age shall be employed.

(2) "That no girl under 18 years of age shall be employed for more than 8 hours in any one day, or between the hours of 10 p. m. and 6 a. m., or in any way contrary to State laws governing hours of work.

(3) "That no girl under 18 years of age shall be employed in any operation or occupation which, under the Fair Labor Standards Act or under

## THE Veterans' Service Division

FRANK M. SASSER, Service Officer

October, 1942

Letters Written .....	291
Folders Reviewed .....	201
Examinations .....	33
Hospitalizations .....	31
Personal Interviews .....	228
Appearances Before Rating Board .....	149
New Cases .....	75
Old Cases .....	270
Total Cases .....	345
Compensations .....	29
Increased Compensations .....	\$ 909.30
Back Compensations .....	4,445.88
Total Compensations .....	\$5,355.18

any State law or administrative ruling, is determined to be hazardous in nature or dangerous to health.

(4) "That for every girl under the age of 18 years employed by him the contractor shall obtain and keep on file a certificate of age showing that the girl is at least 16 years of age.

(5) "That a specific and definite luncheon period of at least 30 minutes be regularly granted any women workers under 18 years of age.

(6) "That no girl under 18 shall be employed at less than the minimum hourly rate set by or under the Fair Labor Standards Act or the Walsh-Healey Public Contracts Act for the industry in which the exemption is granted."

### Child Labor Increase Continues

A total of 4,019 employment certificates for children were issued by the State Department of Labor during October, representing an increase of 423 over the number issued in September.

Largest increase took place in the ranks of minors 16 and 17 years of age, for whom 292 more certificates were issued in October than in September. In the group of children from 12 through 15 years of age, the number of work permits issued increased 131 over the previous month.

Most of the increase in number of minors who went to work during October is accounted for by girls. While only 25 more boys entered employment in October than during September, the number of girls employed increased by 398. Another factor in the increase is that the number of certificates issued for part-time work increased by 285 over the month. The most noticeable increase, however, is in the fact that 133 more girls 12 through 15 years of age obtained work permits during October than in September.

Total figures on employment certificates issued to minors during October are as follows: All boys and girls, 4,019. Boys alone, 2,092; girls alone, 1,927. Boys 16 and 17 years of age, 1,740; girls 16 and 17 years old, 1,565. Boys from 12 through 15 years of age, 352; girls 12 through 15 years, 362.



# October Building Permits

Prepared by Statistical Division

## October Building 15.2 Percent Above September

Building expenditures in the 26 largest North Carolina cities during October were 15.2 percent higher than that for September of this year and 77.6 percent below that of October 1941. Number of permits issued during October was 2.9 percent lower than that of September and 45.8 percent lower than that of last October.

The total estimated cost of construction was \$672,612. Of this sum \$458,511 was for residential building, \$7,668 was for non-residential, and \$206,463 for additions, alterations and repairs. A total of 313 permits were issued.

Durham led the cities. Elizabeth City was second, and Winston-Salem was third.

## Monroe Leads Towns

The twenty-four reporting towns with populations of less than 10,000 reported an estimated expenditure of \$68,712 on building construction during October. Of this sum, \$1,500 was spent on residential building, \$51,803 was for non-residential building, and

\$15,409 on additions, alterations, and repairs.

Monroe led the towns reporting with an expenditure of \$53,079. Rockingham was second, and Mooresville third.

The towns that reported were Asheville, Belmont, Cherryville, Graham, Edenton, Forest City, Hamlet, Hendersonville, Kings Mountain, Lenoir, Lincolnton, Lumberton, Monroe, Mooresville, Morehead City, Morganton, Mount Airy, North Wilkesboro, Roanoke Rapids, Rockingham, Sanford, Southern Pines, Spindale, and Washington.

## Shipbuilding Company Gets Further Award

The North Carolina Shipbuilding Company at Wilmington has been awarded its second gold star to add to its Maritime Commission "M" Pennant for continued outstanding production of Liberty ships.

According to Admiral H. L. Vickery, chairman of the United States Maritime Commission's Board of Awards, the star will be presented sometime between December 1 and 20.

The shipyard, North Carolina's largest single industry, received its

"M" pennant from Admiral Emory S. Land, chairman of the Maritime Commission, for building a ship from each of its nine ways in an average of less than 105 days from each keel laying to delivery on November 15.

It received its first gold star for constructing another nine with the average time of construction, from keel laying to delivery, being but 76 days each.

Average time of construction for the nine freighters which brought the yard its second star was reduced to 63.3 days each.

The yard, which will note the first anniversary of its first launching on December 6, sent its 46th Liberty ship down the ways on December 1.

The company received the following telegram from Admiral Vickery: "I take pleasure in advising you that the Board, in recognition of your continued outstanding production achievement in ship construction, has awarded you its second gold star to be added to your 'M' pennant."

## Type of October Building Construction in 26 Cities Reporting

TYPE OF BUILDINGS	Buildings for Which Permits were Issued	NO.	COST
Residential Buildings:			
One-family dwellings	125	\$345,365	
Two-family dwellings	6	27,960	
Multi-family (three or more families) dwellings	9	85,186	
Total New Residential Buildings	140	\$458,511	
Non-Residential Buildings:			
Factories, bakeries, ice plants, laundries, and other workshops	1	\$ 250	
Garages, private (when separate from dwelling)	23	3,318	
Sheds, poultry houses, contractors' temporary offices, etc.	13	75	
Stables and barns	1	25	
Stores and other mercantile buildings	5	4,000	
Total New Non-residential Buildings	33	\$ 7,668	
Additions, Alterations, and Repairs:			
Housekeeping dwellings	202	\$ 39,990	
Non-housekeeping dwellings	28	8,493	
On non-residential buildings	83	157,980	
Total Additions, Alterations, and Repairs	313	\$206,463	

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES, OCTOBER, 1941, AND OCTOBER, 1942

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	October 1941	October 1942	Percentage Change	October 1941	October 1942	Percentage Change
Total	898	486	-45.8	\$3,011,471	\$672,612	-77.6
Residential buildings	497	140	-71.8	1,695,975	458,511	-72.9
Non-residential buildings	88	33	-62.5	1,032,418	7,668	-99.2
Additions, alterations, and repairs	313	313	No Chg.	283,078	206,463	-27.0

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES, SEPTEMBER, 1942, AND OCTOBER, 1942

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	September 1942	October 1942	Percentage Change	September 1942	October 1942	Percentage Change
Total	501	486	-2.9	\$583,698	\$672,612	+15.2
Residential buildings	113	140	+23.8	342,738	458,511	+33.7
Non-residential buildings	46	33	-28.2	63,990	7,668	-88.0
Additions, alterations, and repairs	342	313	-8.4	176,970	206,463	+16.0

## SUMMARY OF OCT., 1942, BUILDING CONSTRUCTION WORK IN 26 PRINCIPAL CITIES OF NORTH CAROLINA Totals of October, 1941, Included for Comparison

CITY	No of Buildings	Private Construction*	NEW RESIDENTIAL BUILDINGS		NEW NON-RESIDENTIAL BUILDINGS		ADDITIONS, ALTERATION, AND REPAIRS		ESTIMATED COST OF ALL CONSTRUCTION WORK	
			ESTIMATED COST		NO. FAMILIES		October 1941	October 1942	October 1941	October 1942
			October 1941	October 1942	October 1941	October 1942				
Total	140	\$373,325	\$1,695,975	\$458,511	566	173	\$1,032,418	\$7,668	\$283,078	\$206,463
Asheville			45,378		9		80,875	150	9,971	5,595
Burlington	14	3,000	13,550	3,000	14		9,500		900	
Charlotte			241,583		59		61,403	300	22,150	17,788
Coucord	1	575	23,900	575	9	1	2,750	200	3,500	1,325
Durham	56	157,860	434,030	243,046	153	89	572,700		13,575	10,676
Elizabeth City	52	208,000	5,100	208,000	3	52		475	8,500	250
Fayetteville	14	2,390	106,000	2,390	47	14	90,300	350	65,980	7,862
Gastonia			8,400		4		3,500		500	
Goldsboro			33,500		13		3,000			
Greensboro			189,150		63		63,495	308	13,948	4,645
Greenville			6,100		5		39,000		1,825	
Hickory								150		1,435
High Point			69,280		18		11,800	3,300	40,589	13,158
Kinston	1	500	33,200	500	16	1	2,525	1,500	16,750	52,475
Lexington			16,175		9		18,325	25	2,775	865
New Bern							3,500	250	5,920	495
Raleigh			179,200		37		34,700		3,350	5,498
Reidsville			36,200		11					
Rocky Mount			44,680		25					
Salisbury	1	200	35,300	200	13	1	4,100	275	4,750	2,570
Shelby			18,450		10				1,760	700
Statesville			9,000		10				18,000	
Thomasville			1,500		1		50			
Wilmington	1	800		800		1				
Wilson			27,550		14		29,500		15,705	
Winston-Salem			118,749		36		1,395	385	43,685	116,696

\* One-family, two-family dwelling; totals included in new residential buildings.



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NORTH CAROLINA

# Labor and Industry

*Monthly Bulletin of the Department of Labor, Forrest H. Shuford, Commissioner*

Vol. X

RALEIGH, N. C., JANUARY, 1943

No. 1

## DEPARTMENT OF LABOR REPORTS ON WORK DURING YEAR

As we of the North Carolina Department of Labor review our work during the year 1942, one single fact—the magnificent spirit of cooperation in which labor and capital in our State have united to produce for victory—stands out above all others in our minds.

We believe that the State Department of Labor has been instrumental in helping to achieve this spirit of unity and cooperation. Through the impartial enforcement of the State Labor Laws and the Fair Labor Standards Act, and through the efforts of our Conciliation Service and the discharge of the many other duties with which the Department is entrusted, we feel that we have been able to contribute in no small measure to the success of North Carolina's civilian war effort.

It is true that there have been some brief interruptions of work in our industries during the year. But it is also true that the few interferences with production which have occurred have been of such short duration and of such a minor character that the output of war goods, and their delivery on schedule, has not suffered.

During the first eleven months of 1942, the Conciliation Service under the direction of Frank Crane has been in touch with 108 situations involving differences of opinion between labor and management. These situations involved some 58,935 workers. It is a significant commentary upon North Carolina's wartime spirit that none of this industrial disagreement prevented the delivery of war materials to the fighting forces on schedule. Loss of production was threatened by only 28 of the situations involving less than 5,000 service and industrial employees. From these facts, it should be noted that during the first year of America's part in the war, the working people of North Carolina have maintained the same solid unity and low rate of work stoppage which characterized the "defense" period preceding our entry into the war.

In the Department's day-by-day business of enforcing the North Carolina Labor Laws, a total of 4,598 establishments employing 146,685 workers were inspected during the first 11 months of the year. These inspections resulted in the discovery and correction of 8,828 violations of the Labor Laws. Though the majority of these violations were minor or "technical" in nature, some of them involved serious infractions of the law. Nineteen special investigations were made in response to complaints, and eight establishments were prosecuted for flagrant violations. In addition

to this work, the inspectors conducted more than a thousand compliance visits and conferences during 1942.

During the past year the bureau of elevator inspections, with one full-time inspector, instructed the factory inspectors in the safeguarding of elevators; reviewed and approved permits for initial installations of 159 elevators; approved plans and specifications for relocating, altering and major repairing of 61 existing elevators; made 220 safety tests and inspections of these installations.

The Department has taken full cognizance of the strategic position of the mining industry in the prosecution of the war. Our war machine is dependent upon this State for about three-fourths of all mica used. At least 150 mica mines will be in full production by the end of this year, with an equal number in the early stages of development. Other mines are producing feldspar, olivine, and other strategic minerals.

In cooperation with the mining interests of the State and through the intervention of Governor Broughton, an additional full-time safety engineer has been added to the inspection staff in the Asheville area and is available for consultation upon short notice.

Under the Federal Wage and Hour Law, the Department closed a total of 2,825 inspection cases during 11 months of the year. Among 2,430 establishments found covered by the statute, 838—or roughly one-third—were found to be complying fully with all provisions of the law. Another one-third—or 858 firms to be exact—were observing the minimum wage and overtime provisions, but were failing to keep the employee and payroll records required by law. A total of 734 firms—slightly less than one-third—were violating the wage-hour act by failing to pay their employees the minimum wage of 30 cents an hour, or rates up to 40 cents established for various industries, or by failing to pay for overtime work at the established time-and-a-half rate, or both.

Back wages amounting to \$392,921.00 were secured for 11,586 employees from 805 establishments which had failed to meet the provisions of the Wage and Hour Law in paying their employees. The workers receiving

restitution during the year were paid an average of approximately \$34.00 each in back wages. The Wage and Hour Legal Branch, which operates independently from the Labor Department, conducted 23 civil and eight criminal prosecutions against violators during the year.

Other inspection work done in 1942 included inspection of North Carolina's entire textile and banking industries, and several surveys and inventories of critical war material stocks which were made at the request of federal war agencies.

A total of 5,094 cases were handled by the Veteran's Service Division during the year. Compensation amounting to \$41,293.53 was secured for 268 individuals.

The Bureau for the Deaf placed 39 deaf persons in industrial and other jobs and conducted 151 visits to places of business in an effort to secure job openings for the deaf.

The Division of Apprenticeship, in addition to the promotion of apprenticeship training standards, has rendered valuable assistance in the promotion of short occupational training courses. In cooperation with the State Department of Industrial Vocational Education and the worker training division of the War Manpower Commission, a coordinated training program has been developed which has provided North Carolina industries with enough trained workers to keep production at the maximum despite the drain on manpower by selective service, the construction of cantonments and other war work.

Invaluable data on employment, payrolls, industrial and construction activities in the State was compiled each month by the Statistics Division.

The Labor Department assumed responsibility for making inspections for health, sanitation and safety under the provisions of the Walsh-Healey Act in October.

A duty of great importance to our civilian war program at present is the stabilization of wages and salaries under the President's economic stabilization order. The Department offices in Raleigh, Greensboro, Charlotte and Asheville are now handling requests for information concerning wage adjustments. The Wage and Hour Technical Unit, located in the Department of Labor in Raleigh, furnishes information and issues jurisdictional rulings.

(Continued on page 3, column 3)



# NORTH CAROLINA LABOR and INDUSTRY

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Commissioner of Labor

MINNIE S. GOSNEY, Editor

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## War Casualties Nominal Versus Accident Tolls

Officially reported casualties to the U. S. armed forces from Pearl Harbor to November 15, excluding some 1,900 in the African campaign, have been 5,694 dead, 3,435 wounded and 39,827 missing or prisoners—a total of 48,956. This means more than 50,000 war casualties to date.

Casualties to American workers through accidents in the same period have been 41,500 dead and 3,800,000 wounded. These figures are from the National Safety Council.

The comparison is offered as evidence that accidents help the Axis in draining America's manpower that is vital to victory.

The total America accident toll since Pearl Harbor has been 89,000 killed and approximately 8,800,000 wounded, the Council said. Among the victims are thousands of skilled workers and key men in the nation's war program, who cannot be replaced. Others are victims of traffic accidents on rail, plane and highway, as well as many who slipped on banana peels or from ladders.

Casualties on the battlefield are a necessary sacrifice to perpetuate our freedom, although casualties on the homefront through accidents are really sabotaging the production of the weapons and material of war.

Note the comparison: 50 thousand against eight million. It is well over a hundred to one.

Those who fall in battle die for a cause. Those struck down by accidents die in vain. It is the duty of every patriotic American to conserve manpower for victory. One way is to do everything possible to stop accidents of home, farm, factory and travel.—*The Raleigh Times*.

## 'Let's Get It Over Quick,' Worker Appeals

Newspapers in New York recently printed a letter from Arthur Hocking, an employee of the Carrier Corporation, makers of air conditioning and refrigeration equipment. The letter, addressed to Hocking's fellow-employees, is as follows:

"Seven weeks ago my only son was killed in the war. Most of you know this but you can't possibly know how Hardy's mother and I feel. That is, none of you except Walt Gardner, who just lost his boy too.

"Since Hardy's death I've been doing a lot of thinking. What I'm trying

## Employment and Payrolls for North Carolina

Prepared by Statistical Division

Due to the new arrangement between the North Carolina Department of Labor and the Bureau of Labor Statistics, we have been able to increase the coverage of the statistical sample for North Carolina Employment and Payroll.

Your cooperation in supplying current information each month is earnestly desired and will be much appreciated. If your name is not on our mailing list, we shall be glad to add it in order that we might receive your employment data.

### Employment, Payrolls, and Earnings In All Manufacturing and Non-Manufacturing Industries OCTOBER-NOVEMBER, 1942

INDUSTRIES	No. Firms Reporting	EMPLOYMENT		PAYROLLS		AVERAGE WEEKLY EARNINGS		AVERAGE HOURS PER WEEK PER MAN		AVERAGE HOURLY EARNINGS	
		Number Oct.-Nov., '42	% Change Over Month	Amount Oct.-Nov., '42	% Change Over Month	Amount Oct.-Nov., '42	% Change Over Month	Amount Oct.-Nov., '42	% Change Over Month	Am't Cts. Oct.-Nov., '42	% Change Over Month
<b>Manufacturing Total</b>	862	211,360	+ 1.2	\$4,838,527	+ 1.5	\$22.89	+ .3	40.0	- 1.9	57.1	+ 2.3
Brick, Tile, Terra Cotta	8	521	- 8.9	8,849	- 4.5	16.98	+ 4.7	37.6	+ 3.2	45.0	+ 1.3
Cotton Goods	279	116,923	+ .2	2,559,889	+ .6	21.89	+ .4	39.6	- 3.4	55.2	+ 3.9
Cottonseed—Oil	7	378	+ 10.2	7,352	+ 9.5	19.44	- .6	53.6	- .3	36.2	- .2
Dyeing & Finishing	32	6,014	+ 2.4	138,265	+ 3.5	22.99	+ 1.1	39.8	+ .5	57.7	+ .6
Fertilizer	38	1,459	+ 20.3	26,667	+ 15.5	18.27	- 4.0	39.2	- 1.5	46.6	- 2.5
Furniture	55	10,583	+ 1.6	229,168	- 1.6	21.65	- 3.2	41.5	- 2.8	52.1	- .3
Hosiery—F F.	49	12,282	NoChg.	312,827	- .4	25.47	- .5	38.2	- .5	66.6	+ .1
Hosiery—Seamless	93	12,369	+ 1.5	222,999	- 1.4	18.02	- 2.9	35.8	- 2.4	50.2	- .5
Knit Goods—Flat	8	4,891	+ 1.3	102,058	- 3.1	20.86	- 4.4	40.0	- 2.6	52.1	- 1.6
Lumber (Including Planing Mills)	50	4,173	+ 3.5	85,011	+ 11.0	20.37	+ 7.1	42.7	+ 4.9	47.6	+ 2.1
Paper Boxes (Corrugated, Folded & Set-Up)	16	1,175	+ 47.4	22,717	+ 37.7	19.33	- 6.5	41.3	- 2.1	46.7	- 4.4
Pulp Mills	4	3,508	+ 1.2	122,202	+ .4	34.83	- .8	42.5	- .2	81.8	- .6
Printing & Publishing	23	571	- 1.8	17,982	NoChg.	31.49	+ 1.8	37.4	+ 2.1	84.1	- .2
Rayon	19	5,628	- .1	140,738	+ .6	25.00	+ .7	44.6	+ .4	56.0	+ .3
Tobacco Products (Snuff, Cigarettes, & Chewing Tob.)	8	11,023	+ 1.6	330,876	+ 4.2	30.01	+ 2.4	41.3	+ 1.2	72.5	+ 1.1
Woolen Mills	Insufficient Data at Time of Release										
Other Industries	173	19,862	+ 3.3	510,927	+ 6.6	25.72	+ 3.2	42.7	+ 2.8	60.1	+ .1
<b>Non-Manufacturing Total</b>	393	8,209	+ 1.1	\$ 128,732	+ .1	\$15.68	- .9	37.2	- 1.8	42.1	+ .9
Retail	275	5,071	+ 6.2	63,375	+ 5.6	12.49	- .5	33.8	- .8	36.9	+ .2
Wholesale	74	1,162	- 17.2	36,350	- 10.3	31.29	+ 8.3	42.9	+ .9	72.8	+ 7.3
Laundries, Dyeing & Cleaning	16	761	+ 1.0	10,552	- 1.1	13.86	- 2.2	42.0	- 3.6	33.0	+ 1.5
Mines & Quarries	19	529	+ 4.1	10,430	+ 10.5	19.71	+ 6.1	40.8	+ 6.8	48.2	- .6
Public Utilities	Insufficient Data at Time of Release										
Hotels	9	686	+ .7	8,025	+ .5	11.69	- .2	44.5	- 7.6	26.2	+ 7.8
Insurance & Brokerage	No Hours Reported										
Other Lines of Trade	Insufficient Data at Time of Release										
<b>Total—All Manufacturing &amp; Non-Manufacturing</b>	1,255	219,569	+ 1.2	\$4,967,259	+ 1.5	\$22.62	+ .3	39.9	- 1.9	56.5	+ 2.1

to figure out is why so many of us are taking things for granted and not doing all we can to help win the war.

"Maybe it's because we keep hearing and talking about the war lasting for years. That sort of thinking might keep anyone from hurrying.

"Anyway, I'm fed up with all this talk about a five or 10-year war. There's no sense to it. We can win this war quick. We've got to. If we don't your boys will be killed like mine was.

"So put those five and 10-year thoughts out of your head. Finish our refrigeration machines for the synthetic rubber program this month—not next. Keep our portable cold storage line going 24 hours a day—not 16 to 20.

"Sure this means sacrifices. It's no fun to work the night shifts. It's not so easy to put 10 per cent of your pay into war bonds. None of us go for gas and fuel rationing.

"But these are nothing compared to losing someone you love. I know.

"Get going as though both the Huns and the Japs had to be licked in 1943. Maybe they will be if we really try.

"I suggest a new slogan for Carrier. Here it is—Let's get it over quick!

"I hope you won't think I'm preaching. I'm not, I'm praying."

## Toward a Balanced Economy

Necessities of war are speeding up the industrialization of North Carolina to such an extent that it is no longer appropriate to call her an agricultural State.

This is shown by the September report of the Bureau of Labor Statistics, according to which a total of 755,000 persons in this State were engaged in non-agricultural occupations. Of these, 376,000 were in manufacturing work. This compares with a total of 38,348,00 persons in non-agricultural employment in the United States, with 15,233,000 in manufacturing occupations.

The report also shows a net gain of 28,000 persons in non-agricultural occupations in the State during the year ending with September. Manufacturing occupations gained about 7,000 employees over the same period.

Final reports for 1942 are expected to show considerable increases over the September figures.

North Carolina is taking the lead among the Southern states in the long task of creating an economy evenly balanced between industry and agriculture.



## DIVISION OF STANDARDS AND INSPECTIONS

### State Inspections

Routine inspections of 731 establishments employing a total of 11,539 employees were made during November by the State inspectors of the Division of Standards and Inspections. Compliance and follow-up visits were made to 61 establishments and 21 conferences were held.

A total of 1,400 violations of the provisions of the State Labor Laws and Rules and Regulations were reported as follows:

Hour Law .....	48
Time Records .....	33
Child Labor .....	773
Sanitation .....	71
Seats .....	1
Drinking Water Facilities .....	4
Safety Code Violations .....	201
Miscellaneous .....	290

Corrections were reported in 1,443 instances, of which 843 dealt with infractions of the Child Labor Law. The majority of the child labor violations resulted from failure of employers to secure work permits for the minors they employed, failure to keep the required records, and failure to post a schedule of working hours. The majority of the violations were in mercantile establishments.

There were no special investigations or prosecutions during November.

### Elevator Code

The Safety Code for elevators, dumbwaiters and escalators has been in effect in North Carolina since November 8, 1939. Administration of the Code was placed in the hands of the Division of Standards and Inspections of the Department of Labor for the purpose of obviating hazards on existing installations and formulating a standard for all new elevator installations.

The experience of the Bureau of Elevator Inspections has shown that the general public is not familiar with the provisions of the Elevator Code. In some instances, it has been found that obsolete equipment has been purchased and installed. When such installations are found by the elevator inspector it has been necessary for him to order considerable changes for the purpose of bringing the equipment into compliance with the provisions of the Code.

Because of the public's unfamiliarity with the Code we are stating below some of its basic provisions:

Before erecting or installing a new elevator, or altering, relocating, or moving an elevator from one shaft or location to another, it is necessary to submit an application for a permit. This application should be accompanied by plans and drawings showing the proposed construction, equipment and mode of operation.

Such plans and specifications are examined carefully by the Bureau of Elevator Inspections. If they are found to comply with the provisions of the Elevator Code, they are given a stamp of approval and returned to the applicant along with instructions to proceed with the installation.

When the installation has been

### Service

"In the modern world nationalism is the strongest political force, industrialism is the strongest economic force. If men are to be truly free, both nationality and industry must be made to serve, and not to enslave mankind. To have this, an end must be put to monopoly of power by any country and by any class. In both there must be government by consent."—*Prime Minister W. L. Mackenzie King of Canada.*

completed the inspector will test and inspect the equipment and, if it is found to comply with the provisions of the Elevator Code a certificate of compliance will be issued to be posted in the elevator.

Mr. P. E. Sugg, the Department of Labor Elevator Inspector, has had considerable experience in the manufacture, installation and maintenance of elevators. He is available for consultation in the Labor Department offices in Raleigh and will give direct advice and assistance to anyone in North Carolina who has an elevator problem.

### Wage and Hour Inspections

A total of 216 inspection cases under the Federal Wage and Hour Law were closed in North Carolina during November.

Among 182 manufacturing and commercial establishments found covered by the Fair Labor Standards Act, 92 were found in full compliance and 90 were violating various sections of the statute. Thirty-seven establishments were violating the basic minimum wage and overtime provisions of the Act and 53 firms were failing to keep the required employee and payroll records.

Restitution of back wages in the sum of \$16,985 was secured from 42 firms which had underpaid their employees according to the standards set by the Wage and Hour Law. A total of 276 employees benefitted from these payments.

The Wage-Hour Legal Branch instituted one civil action against a firm alleged to be violating the Act during November.

### Pay Adjustments

Employers who are doubtful about the legality of proposed wage or salary adjustments under the President's Economic Stabilization Order or about adjustments already made, may secure a ruling from the Wage and Hour and Public Contracts Divisions Technical Unit in Raleigh.

The Technical Unit, under the supervision of Mrs. Pauline W. Horton, is located in the State Labor Department and is acting as agent for the War Labor Board in furnishing information and issuing jurisdictional rulings relative to wage and salary adjustments.

Information may also be secured from any one of the Department of Labor offices in Raleigh, Greensboro, Charlotte and Asheville. Services of

## THE Veterans' Service Division

FRANK M. SASSER, Service Officer

November, 1942

Letters Written .....	317
Folders Reviewed .....	191
Examinations Secured .....	27
Hospitalizations .....	15
Personal Interviews .....	182
Appearances Before Rating Board .....	169
New Cases .....	148
Old Cases .....	357
Total Cases .....	505
Pensions .....	14
Compensations .....	12
Increased Benefits .....	\$1,114.50
Back Benefits .....	4,650.51
Total Benefits .....	\$5,865.01

the Department's field offices are being utilized by the War Labor Board through the State's cooperative agreement with the wage-hour administration.

Both the Technical Unit and the Department field offices are directly responsible in the wage stabilization work to M. T. Van Hecke, Regional Director of the War Labor Board with headquarters in Atlanta, Ga.

### Employment of Young Girls Increases

The largest increase in number of child labor certificates issued by the State Department of Labor during November took place in the ranks of girls 14 and 15 years of age, for whom 255 more work permits were issued during November than in October. A total of 617 girls in this age group went to work during the month.

Girls under 14 years of age are not permitted to engage in any gainful occupation. Certificates were issued to 33 boys 12 and 13 years old for work as newspaper delivery boys.

Surveying the child labor picture as a whole, a total of 4,190 certificates were issued to minors during November, representing an increase of 171 over the number issued in October.

Total figures are as follows: All boys and girls, 4,190. Boys alone, 2,021; girls alone, 2,169. Boys 16 and 17 years old, 1,693; girls, 1,552. Boys 14 and 15 years old, 295; girls, 617. Boys 12 and 13 years old, 33.

A total of 1,669 of the minors 16 and 17 years of age who were certified went to work in manufacturing occupations; 1,560 in non-manufacturing work; and 16 in construction activities.

### Department of Labor Reports

(Continued from page 1)

ings as agent for the War Labor Board in North Carolina.

Along with other branches of the State Government, the Department of Labor is doing its utmost to make our civilian war effort successful. At the same time, it is trying to maintain the labor standards which have been achieved through many years of painstaking effort, and to enforce these standards in such a manner that the war effort is helped along rather than hampered.



# November Building Permits

Prepared by Statistical Division

## Type of November Building Construction in 25 Cities Reporting

TYPE OF BUILDINGS	Buildings for Which Permits were Issued	NO.	COST
Residential Buildings:			
One-family dwellings	111		\$345,365
Two-family dwellings	18		153,000
One-family and two-family dwellings with stores or shops therewith	1		2,000
Total New Residential Buildings	130		\$500,274
Non Residential Buildings:			
Churches	1		\$ 1,000
Factories, bakeries, ice plants, laundries, and other workshops	2		3,050
Garages, private (when separate from dwelling)	18		1,928
Institutions	1		992
Office buildings, including banks	2		2,000
Sheds, poultry houses, contractors' temporary offices, etc.	11		844
Stores and other mercantile buildings	3		1,230
All other non-residential	3		550
Total New Non-residential Buildings	41		\$ 11,594
Additions, Alterations, and Repairs:			
On residential buildings			
Housekeeping dwellings	161		\$ 39,534
Non-housekeeping dwellings	19		4,626
On non-residential buildings	64		82,847
Total Additions, Alterations and Repairs	244		\$127,007

## Goldsboro Leads Cities in Building Construction

The estimated cost of building construction in the 26 largest North Carolina cities during November was 45.8 per cent below that of November 1941, and 5.0 per cent below that of October 1942.

Last year during the month of November a total of 578 permits were issued and this November 415 were issued. October of this year leads November 486 to 415.

The total amount spent for construction was \$638,875. Of this sum \$500,274 was for residential building, \$11,594 for non-residential, and \$127,007 for additions, alterations and repairs. Goldsboro led the cities. Durham was second and Burlington third.

## Hamlet Leads Towns

The seventeen reporting towns with populations of less than 10,000 reported an estimated expenditure of \$27,469 on building construction during November. Of this sum, \$5,000 was spent on residential building, \$18,915 was for non-residential building, and

\$3,554 on additions, alterations, and repairs.

Hamlet led the towns reporting with an expenditure of \$20,000. Morehead City was second and Hendersonville third.

The towns that reported were Asheville, Belmont, Cherryville, Dunn, Forest City, Hamlet, Henderson, Hendersonville, Kings Mountain, Lenoir, Lincolnton, Lumberton, Morehead City, Roanoke Rapids, Rockingham, Southern Pines, and Spindale.

## VOCATIONAL TRAINING FOR WAR PRODUCTION WORKERS IN NORTH CAROLINA

A Summary of Our State Program as of December 1, 1942

Programs Are Operated in 36 Different Centers in the State

Number of different courses	103
Number of different sections	248
Number of teachers employed	240

Total enrolled in Pre-employment Training	2258
Total enrolled in Supplementary Training	706
Total enrolled in Training Within Industry	24

TOTAL ENROLLMENT ALL TYPES		2988
Enrollment by Kinds of Training		Net Enrollment
Type of Training	End of Month	
Aircraft Auxiliary Instruction	82	
Aircraft Blueprint Reading	12	
Aircraft Sheet Metal	279	
Aircraft Woodworking	225	
Aircraft Welding, Gas (light)	12	
Ship carpentry & Woodworking	14	
Ship Machine Shop	28	
Ship Welding, Electric (heavy)	561	
Ship Blueprint Reading	28	
Shipfitting	92	
Sheet Metal	170	
Electricity	11	
Machine Shop	748	
Blueprint Reading, Machine Shop	40	
Radio & Communication	575	
Garment & Textile	20	
Patternmaking	28	
Forging & Blacksmithing	20	
Auto Mechanics	19	
Training of Women		
Total number of women in training		
in October	817	28.2%
Total number of women in training		
in November	928	31.0%
Monthly increase of women in training over previous month	111	2.8%
Training of Negroes		
Total number of Negroes in training		
in November	504	16.9%
Job Placement		
TOTAL NUMBER OF JOB PLACEMENTS IN NOVEMBER	561	

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES, NOVEMBER, 1941, AND NOVEMBER, 1942

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	November 1941	November 1942	Percentage Change	November 1941	November 1942	Percentage Change
Total	578	415	-28.2	\$1,179,333	\$638,875	-45.8
Residential buildings	227	130	-42.7	674,158	500,274	-25.7
Non-residential buildings	94	41	-56.3	346,074	11,594	-96.6
Additions, alterations, and repairs	257	244	-5.0	159,101	127,007	-20.1

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 21 IDENTICAL CITIES, OCTOBER, 1942, AND NOVEMBER, 1942

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	October 1942	November 1942	Percentage Change	October 1942	November 1942	Percentage Change
Total	486	415	-14.6	\$672,612	\$638,875	-5.0
Residential buildings	140	130	-7.1	458,511	500,274	+9.1
Non-residential buildings	33	41	+24.2	7,668	11,594	+51.1
Additions, alterations, and repairs	313	244	-22.0	206,463	127,007	-38.4

## SUMMARY OF NOV., 1942, BUILDING CONSTRUCTION WORK IN 26 PRINCIPAL CITIES OF NORTH CAROLINA

Totals of November, 1941, Included for Comparison

CITY	No of Buildings	Private Construction*	NEW RESIDENTIAL BUILDINGS				NEW NON-RESIDENTIAL BUILDINGS		ADDITIONS, ALTERATION, AND REPAIRS		ESTIMATED COST OF ALL CONSTRUCTION WORK	
			ESTIMATED COST		NO. FAMILIES							
			November 1941	November 1942	November 1941	November 1942	November 1941	November 1942	November 1941	November 1942	November 1941	November 1942
Total	130	\$498,274	\$732,358	\$500,274	277	148	\$349,324	\$11,594	\$165,806	\$127,007	\$1,247,488	\$638,875
Asheville	1	200	21,150	200	5	1	100,300	300	2,910	3,525	124,360	4,025
Burlington	18	153,000	13,400	153,000	1	36	2,350	200	2,725		18,475	153,200
Charlotte			145,550		44		24,830	4,708	18,842	7,009	189,222	11,717
Concord			31,600		9		5,700		960	1,725	38,260	1,725
Durham	47	145,275	37,650	145,275	13	47	1,500	992	5,510	7,540	44,660	153,807
Elizabeth City			14,300		5		500	125	250	550	15,050	675
Fayetteville	3	599	67,300	599	29	3	97,700		8,300	9,234	173,300	9,833
Gastonia			15,800		12		5,650	200	6,000	200	27,450	400
Goldsboro	55	192,700	21,700	192,700	7	55	500	200			22,200	192,900
Greensboro			109,600		39		6,470	484	9,458	35,299	125,528	35,783
Greenville			8,250		2				530	1,185	8,780	1,185
Hickory								1,030		155		1,185
High Point			11,350		5		8,100	2,240	26,237	6,299	45,687	8,539
Kinston	2	1,000	38,750	1,000	22	2	7,850	75	7,700	2,200	54,300	3,275
Lexington			21,800		7		900		3,450	1,855	26,150	1,855
New Bern									3,525	750	3,525	750
Raleigh			30,500		11		23,700		5,625	2,260	59,825	2,260
Reidsville			14,750		4						14,750	
Rocky Mount			29,200		15			390		75	29,200	465
Salisbury			5,100		2		33,250	50	13,036	1,362	51,386	1,412
Shelby			31,098		12		1,250	100	250	1,075	32,598	1,175
Statesville			5,500		7						5,500	
Thomasville			4,400		4						4,625	
Wilmington	3	5,000		7,000		3	16,000			22,982	16,000	29,982
Wilson	1	500	14,300	500	4	1	75	500	500	700	14,875	1,700
Winston-Salem			39,310		18		12,649		49,823	21,027	101,782	21,027

\* One-family, two-family dwelling; totals included in new residential buildings.



# NORTH CAROLINA Labor and Industry

*Monthly Bulletin of the Department of Labor, Forrest H. Shuford, Commissioner*

Vol. X

RALEIGH, N. C., FEBRUARY, 1943

No. 2

## Children In Industry

Young people under 18 years of age are doing their part to keep North Carolina's war production and civilian industries going full speed ahead.

A total of 35,419 children under 18 years of age were certified for work in manufacturing, non-manufacturing and construction work during 1942. This compares with 20,373 certificates issued to children in 1941.

Of the total number of children certified for work during the past year, 21,564 were boys and 13,855 girls.

Figures for both years include regular, reissued, vacation and part-time employment certificates.

The most marked increase took place in manufacturing industries, in which the number of children 16 and 17 years of age nearly doubled during 1942. A total of 16,521 minors in this age group took manufacturing jobs, as compared with 8,436 in 1941. The number of these children at work on construction projects, though relatively small, also doubled, increasing from 103 in 1941 to 210 last year. A total of 11,935 minors 16 and 17 years old went to work in non-manufacturing occupations in 1942, compared with 8,575 the previous year.

The number of children 14 and 15 years old who went to work in various occupations also more than doubled over the year. There was a total of 6,753 children in this group in 1942, compared with 3,259 in 1941.

Under the North Carolina Child Labor Law, girls under 14 years of age may not work at any type of gainful employment. However, this rule does not apply to boys, and 620 boys 12 to 13 years of age went to work as newsboys during the year.

## Cost of Living

Food costs have risen 42 per cent since the outbreak of war on September 1, 1939, and have gone up considerably since the price control law began to operate last spring, according to a recent report by the U. S. Department of Labor.

Between November 17 and December 15, 1942, the increase in the price of all foods measured 1.2 per cent, while prices of foods not under control of the OPA went up 7 per cent, the report stated.

## CONCILIATION SERVICE AIDS WAR PROGRAM

**Youngest Division of Labor Department Has Important Duty**

North Carolina's rapid rise, during the last quarter of a century, from a predominantly agricultural region to the South's leading industrial and commercial State has made its need for harmonious relations between capital and labor more acute than ever before.

With this fact in mind, and with the foresight of an even greater growth and expansion of North Carolina's industrial plant, the General Assembly of 1941 passed and ratified an act establishing the Conciliation Service in the North Carolina Department of Labor for the prevention and mediation of industrial disputes.

From the beginning, the Conciliation Service has had the active cooperation of the United States Conciliation Service in coordinating the mediation of labor controversies occurring in this State. Prior to the passage of the act, the individual senior factory inspector in any particular district, upon learning of a labor dispute, contacted the Chief Inspector, or vice versa, and was instructed as to what steps to take in helping to bring about a satisfactory settlement.

The advent of the State-Federal Wage-Hour agreement and the additional duties which this agreement brought, made it impractical to take the inspectors from their regular assignments to lend their efforts toward conciliation. There had also been a decided increase in the number of requests for State intervention in industrial discord and none of our inspectors were trained in this specialized service.

It is with a great deal of pride that the Conciliation Service reports its eleven months of initial efforts in the promotion of amicable industrial relations in this State.

At the end of eleven months of activity, the Conciliation Service had been in touch with 133 situations involving a total of 47,878 employees. A total of 98 of these controversies, affecting 37,890 workers, was settled with no cessation of work. During this time 35 strikes involving 9,988 employees occurred and were settled. These work stoppages caused an approximate loss of 62,038 man days. Practically all of the strike situations had developed before either party involved brought its misunderstanding or controversy to the attention of the Conciliation Service. Then however, intensive efforts were exercised immediately towards entering into a mutually satisfactory agreement, towards a resumption of operations and maintenance of full production.

Particular attention has been paid to situations directly involving manufacture of war materials. In this con-

nection, special mention should be made of the only three work stoppages where war materials are being manufactured. A total of 690 boarders in 13 hosiery mills with contracts for 17,000,000 pairs of Army-Navy hose went on strike. Had this strike been prolonged, the boarding "bottleneck" would have caused 6,000 employees to be thrown out of jobs. The interest of the Governor and the direct participation of the Commissioner of Labor with the State and Federal conciliators led to a speedy and satisfactory settlement with a minimum loss of time and no delay in deliveries.

A strike at an essential mica manufacturing plant was very short lived. The finishers struck at a tent manufacturing concern, but only two days of work were lost and no deliveries were held up. Several plants representing a large part of the State's furniture industry were threatened with work stoppages due to a dispute of a jurisdictional nature. Intensive organizing efforts had been concentrated on the entire industry.

Several strikes in the textile industry of the "quickie" nature occurred, as well as a number of other misunderstandings. In one of the largest textile organizations employing 5,000 employees, the Conciliation Service was mutually chosen by union and company to interview a substantial number of employees to determine whether or not the signatures on the membership and "check off" cards were "bona fide" and without duress.

Since the beginning of the new fiscal year in July 1942, the Conciliation Service has been actively engaged in preventing and mediating other potential and actual work stoppages.

(Continued on page 3, column 3)

## "E" Award

Latest North Carolina firm to receive the Army-Navy "E" award for excellence in production of materials vital to the war effort is the National Munitions Corporation of Carrboro.

Presentation of the award on January 22 marks the climax of ten months of achievement, which saw the munitions plant spring up at the site of an idle textile mill.



# NORTH CAROLINA LABOR and INDUSTRY

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MINNIE S. GOSNEY, Editor

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## Employment, Payrolls Show Small Gains in December

Fractional gains in industrial and non-manufacturing employment for December as compared with November are revealed in the sampling of 1,098 firms in North Carolina.

Total employment in December exceeded that of November by nine-tenths of one per cent, with a total of 176,407 persons employed by the reporting firms. Payrolls totaled \$3,978,125 during the representative week surveyed, an increase of 2.3 per cent over November payrolls.

The average weekly wage in the industries sampled was \$22.55 for a workweek of 40 hours. Weekly wages increased 1.3 per cent and the workweek was lengthened by 1.2 per cent. Average hourly earnings went up one-tenth of one per cent to 56.3 cents.

Average hourly earnings in the manufacturing industries were 57.1 cents higher than in the non-manufacturing group including retail, wholesale, mining and service industries. The trend toward higher wages in manufacturing is shown by the fact that in November the disparity between manufacturing and non-manufacturing wages was only 15 cents.

Hourly wages paid in 12 of the State's leading industries were as follows: Printing and Publishing, 82.5 cents; wholesale establishments, 72.4; tobacco products, 70.9; full-fashioned hosiery, 68.1; dyeing and finishing, 58.6; rayon, 57.8; cotton goods, 55.6; furniture, 52.6; flat knit goods, 51.9; seamless hosiery, 49.8; mines and quarries, 48.4; lumber mills, 45.9.

Among the manufacturing industries, the most marked increase in length of the workweek occurred in furniture mills, in which the workweek went up 5.9 per cent to 43.1 hours. The workweek in manufacture of tobacco products, including snuff, cigarettes and chewing tobacco, went up 5.3 per cent to 43 hours. The longest workweek in the service industries, averaging 49.5 hours, was reported by hotels, representing an increase of 11.2 per cent over the November workweek.

## Overtime Pay

Agitation for repeal of overtime pay "is an effort to change the whole basis of the wage structure under the Wage Stabilization Act for a very large number of workers, before the stabilization program has had even a fair

## Employment and Payrolls for North Carolina

Prepared by Statistical Division

Due to the new arrangement between the North Carolina Department of Labor and the Bureau of Labor Statistics, we have been able to increase the coverage of the statistical sample for North Carolina Employment and Payroll.

Your cooperation in supplying current information each month is earnestly desired and will be much appreciated. If your name is not on our mailing list, we shall be glad to add it in order that we might receive your employment data.

### Employment, Payrolls, and Earnings In All Manufacturing and Non-Manufacturing Industries NOVEMBER-DECEMBER, 1942

INDUSTRIES	No. Firms Reporting	EMPLOYMENT		PAYROLLS		AVERAGE WEEKLY EARNINGS		AVERAGE HOURS PER WEEK PER MAN		AVERAGE HOURLY EARNINGS	
		Number Nov.-Dec., '42	% Change Over Month	Amount Nov.-Dec., '42	% Change Over Month	Amount Nov.-Dec., '42	% Change Over Month	Amount Nov.-Dec., '42	% Change Over Month	Am't Cts. Nov.-Dec., '42	% Change Over Month
Manufacturing Total.....	724	167,628	+ .2	\$3,852,568	+ 2.1	\$22.98	+ 1.9	40.2	+ 1.5	57.1	+ .5
Brick, Tile, Terra Cotta.....	8	524	+ .5	8,620	+ 2.5	16.45	+ 3.1	36.4	+ 3.1	45.1	+ .2
Cotton Goods.....	231	98,585	+ .2	2,182,701	+ 2.2	22.14	+ 1.9	39.8	+ 1.7	55.6	+ .5
Cottonseed—Oil.....	10	550	+ 6.3	10,755	+ 5.9	19.55	+ .3	50.7	+ 1.7	38.5	+ 2.1
Dyeing & Finishing.....	17	4,644	+ 3.5	110,669	+ 1.5	23.83	+ 2.0	40.6	+ 2.2	58.5	+ .3
Fertilizer.....	22	912	+ 2.5	16,869	+ .4	18.49	+ 3.1	36.6	+ 2.9	50.4	+ 6.1
Furniture.....	41	7,895	+ 1.2	179,651	+ 4.0	22.75	+ 5.3	43.1	+ 5.3	52.6	+ .1
Hosiery—F F.....	40	8,880	+ 1.3	238,771	+ 1.3	26.88	+ 2.7	39.4	+ 1.5	68.1	+ 1.0
Hosiery—Seamless.....	82	10,381	+ .9	182,875	+ .1	17.61	+ 1.0	35.3	+ 1.1	49.8	+ .2
Knit Goods—Flat.....	7	3,243	+ .5	67,267	+ 3.1	20.74	+ 3.8	39.8	+ 2.0	51.9	+ 1.5
Lumber (Including Planing Mills).....	40	3,735	+ 3.7	74,262	+ 2.3	19.88	+ 1.3	43.2	+ 1.8	45.9	+ 3.3
Paper Boxes (Corrugated, Folded & Set-Up).....	15	1,208	+ 6.6	23,831	+ 9.2	19.72	+ 2.4	41.7	+ 1.2	47.2	+ 1.2
Pulp Mills.....	Insufficient data at time of release										
Printing & Publishing.....	22	492	+ 2.9	15,966	+ 3.6	32.45	+ .6	39.3	+ .7	82.5	+ 1.2
Rayon.....	15	2,794	+ 2.4	67,940	+ 2.3	24.31	+ .1	42.0	+ 2.6	57.8	+ 2.5
Tobacco Products (Snuff, Cigarettes, & Chewing Tob.).....	6	7,999	+ .9	244,433	+ 7.0	30.55	+ 6.0	43.0	+ 5.3	70.9	+ .7
Woolen Mills.....	Insufficient data at time of release										
Other Industries.....	168	15,786	+ 1.9	427,958	+ 1.0	27.10	+ .8	42.4	+ 2.3	63.8	+ 1.5
Non-Manufacturing Total.....	374	9,779	+ 17.2	\$ 125,557	+ 8.5	\$14.30	+ 7.4	35.7	+ 3.5	40.0	+ 4.0
Retail.....	260	5,741	+ 30.8	63,250	+ 18.5	11.01	+ 9.4	31.4	+ 5.1	35.0	+ 4.6
Wholesale.....	69	977	+ 3.1	30,964	+ 2.7	31.05	+ .3	42.8	+ .2	72.4	Nochg
Laundries, Dyeing & Cleaning.....	18	832	+ .9	12,704	+ 5.8	15.26	+ 6.8	45.3	+ 7.0	33.6	+ .2
Mines & Quarries.....	18	586	+ 9.7	10,536	+ .5	17.97	+ 8.3	37.1	+ 8.6	48.4	+ .4
Public Utilities.....	Insufficient data at time of release										
Hotels.....	9	623	+ 9.1	8,103	+ .9	13.00	+ 11.2	49.5	+ 11.2	26.2	Nochg
Insurance & Brokerage.....	No hours reported										
Other Lines of Trade.....	Insufficient data at time of release										
Total—All Manufacturing & Non-Manufacturing.....	1,098	176,407	+ .9	\$3,978,125	+ 2.3	\$22.55	+ 1.3	40.0	+ 1.2	56.3	+ .1

chance to work," L. Metcalfe Walling, Administrator of the Wage and Hour and Public Contracts Divisions, U. S. Department of Labor, recently told the annual convention of the National Retail Drygoods Association.

Walling said that overtime pay did not limit war production and that war industries "have almost universally scheduled shifts of 48 and even up to 60 and 70 hours a week." Present savings in overhead costs, despite the payment of overtime, have kept the unit cost of production at levels prevailing when the establishments worked only 40 hours, he said. "So far as the inflationary effect goes, the overtime premium represents only about five per cent of factory payrolls and only a little over one per cent of total consumer income," he added.

"Above all, under these overtime provisions," Walling declared, "we are already producing four and one-third times the amount of war materials a month that we produced the month before Pearl Harbor, an unheard-of expansion, and we are confidently setting out to double that production in the next 12 months, despite continuous improvements that necessitate changes of design."

## Workweek Increases

The scheduled workweek in war industries climbed to a point over 48 hours in November, with an increase of seven-tenths of one per cent over October in average weekly hours, the U. S. Department of Labor reported.

The gain in length of the workweek was made even though 18 among 49 durable goods industries reported a shorter workweek, due partly to material shortages in some plants and cancellation or curtailment of government orders. In these industries, the average weekly hours actually worked were 46. Absenteeism and labor turnover depressed the length of the workweek by at least two hours.

The increase in the workweek for the year ending with November amounted to 10.3 per cent in the war industries surveyed. Average hourly earnings were slightly over \$1.00 for the durable goods industries, 76.3 cents for non-durable goods, and 89.9 cents for both groups combined.



## DIVISION OF STANDARDS AND INSPECTIONS

### State Inspections

A total of 5,052 business, service and manufacturing establishments were inspected for compliance with the North Carolina Labor Laws and rules and regulations during 1942. These establishments employed approximately 157,000 workers.

In addition to the inspection work, the Department inspection personnel conducted 1,100 compliance visits and educational conferences, explaining the provisions of the Labor Laws to persons covered by them.

The inspections resulted in the discovery and correction of 9,407 violations. Though the majority of these violations were of a technical nature, many of them involved serious infractions of the labor laws. The nineteen special investigations which were made upon receipt of complaints resulted in the prosecution of eight establishments for flagrant violations.

In December, the inspectors made routine inspections of 454 establishments with a total of 10,195 employees, made 41 compliance and follow-up visits, and conducted 12 conferences.

A total of 579 violations were reported as follows during December:

Hour Law .....	25
Time Records .....	20
Child Labor .....	316
Sanitation .....	33
Seats .....	4
Drinking Water Facilities .....	6
Safety Code Violations .....	53
Miscellaneous .....	122

Compliance with various provisions of the law was secured in 703 cases.

### Wage and Hour Inspections

A total of 2,974 inspections were made under the provisions of the Federal Wage and Hour Law in North Carolina during 1942.

Back wages—or payments owed to employees because they had been paid less than the minimum wages established under the Act, or had not been paid for overtime work at one and one-half times their regular rate of pay—were secured for 12,794 employees in the State during the year. Total wage restitution secured for these workers amounted to \$415,000. Most of the restitution payments were made voluntarily by the 849 firms which paid back wages. In only a few cases was legal action found necessary in order to secure restitution.

A total of 2,561 of the firms inspected were found to be covered by the provisions of the Wage and Hour Law. Of these, 879 were in full compliance, 909 were failing to keep the payroll and employee records as required by the Act, and 773 were violating the minimum wage and overtime compensation provisions.

In December, the Department closed 149 wage-hour inspection cases. Of these, 131 were found to be covered by the Wage and Hour Law. Figures from the completed cases showed that 41 firms were in full compliance, 51 were violating the record requirements and 39 were violating the minimum wage and overtime provisions. A total of \$22,989 in back wages was secured for 1,208 employees from 44 establishments during the month.

The wage-hour Legal Branch conducted 23 civil and nine criminal prosecutions against alleged violators during 1942.

### Public Contracts News

The United States Supreme Court ruled recently that the task of determining whether a factory is subject to the Walsh-Healey Public Contracts Act is an administrative function for the U. S. Department of Labor and not a judicial function for the courts.

The majority opinion held that federal courts should not make independent investigations to determine whether an administrative agency has authority to issue a subpoena, stating that "Congress submitted the administration of the Act to the judgment of the Secretary of Labor, not to the judgment of the courts" and that "The district court has no authority to control has procedure nor to decide the question of coverage itself."

### Printing, Publishing Industry

A recommendation for a 40 cents an hour minimum wage for 45,000 employees in the printing, publishing and allied graphic arts industry was recently made by an industry committee to L. Metcalfe Walling, Administrator of the Wage and Hour and Public Contracts Divisions.

The committee voted 26 to 1 in favor of the new minimum after hearing testimony and studying economic and competitive conditions in the industry.

### Pay Increases

Wage or salary increases may not legally be granted for the purpose of helping an employee meet victory tax payments unless they are justified under the President's wage stabilization order.

This announcement was made recently by Mrs. Pauline W. Horton, Technical Advisor in North Carolina for the Wage and Hour and Public Contracts Divisions, U. S. Department of Labor. The Technical Unit, headed by Mrs. Horton, is the authorized agent of the War Labor Board for the purpose of issuing rulings under the wage stabilization program.

Mrs. Horton said that M. T. Van Hecke, WLB Regional Director has ruled that wage or salary increases must be justified under other provisions of the stabilization act in order to be legal.

Many employers who contemplate granting wage or salary increases do not understand the terms "maladjustments, inequalities, gross inequities and sub-standards of living" as these terms are used in the stabilization order, and consequently are in need of advice before making a proposed increase effective. Since the legality of most pay increases depends upon the correct interpretation of these provisions, employers should request a ruling on their particular case from the office of the Wage and Hour and Public Contracts Divisions, Mrs. Horton said.

## THE Veterans' Service Division

FRANK M. SASSER, Service Officer

December, 1942

Letters Written .....	271
Folders Reviewed .....	172
Examinations Secured .....	37
Hospitalizations .....	22
Personal Interviews .....	301
Appearances Before Rating Board .....	134
New Cases .....	236
Old Cases .....	326
Total Cases .....	562
Pensions .....	6
Compensations .....	14
Increased Benefits .....	\$ 532.50
Back Benefits .....	2,396.61
Total Benefits .....	2,929.11

"Speedy action has been promised in these cases, and no penalty will be imposed because of a ruling made by the wage-hour representative and subsequently nullified by the War Labor Board," Mrs. Horton explained. "However, severe penalties might result in cases where the policies and orders of the WLB are violated."

Mrs. Horton said that wage stabilization inquiries should be directed to the wage-hour office in the State Labor Building in Raleigh, or to the nearest of the State Labor Department field offices in Greensboro, Charlotte and Asheville.

### Third Freedom

"... it is wholly possible that freedom from want—the right of employment and the right of assurance against life's hazards—will loom very large as a task of America during the coming two years.

"I trust it will not be regarded as an issue—but rather as a task for all of us to study sympathetically, to work out with a constant regard for the attainment of the objective, with fairness to all and with injustice to none.

"In this war of survival we must keep before our minds not only the evil things we fight against but the good things we are fighting for. We fight to retain a great past—and we fight to gain a greater future."

—President Roosevelt's Address to the Seventy-Eighth Congress.

### Conciliation Service Aids War Program

(Continued from page 1)

With the services of only one Conciliator and a stenographer, the Service is performing a duty of inestimable value to the State and Nation in helping to maintain the good labor relations which are necessary in order to have continued peak production of war materials.



# December Building Permits

Prepared by Statistical Division

## Type of December Building Construction in 26 Cities Reporting

TYPE OF BUILDING	Buildings for Which Permits were Issued	NO. COST
Residential Buildings:		
One-family dwellings	99	\$341,100
Non-Residential Buildings:		
Factories, bakeries, ice plants, laundries, and other workshops	3	\$ 5,500
Garages, private (when separate from dwelling)	7	1,210
Institutions	1	28,000
Public works and utilities	7	14,800
Sheds, poultry houses, contractors' temporary offices, etc.	4	845
Stables and barns	1	200
Stores and other mercantile buildings	3	14,500
All other	1	250
Total New Non-Residential	27	\$ 65,305
Additions, Alterations, and Repairs:		
Housekeeping dwellings	95	\$ 27,783
Non-housekeeping dwellings	23	6,774
On non-residential buildings	49	70,195
Total Additions, Alterations, and Repairs	167	\$104,752

## Differentials

The attraction of higher wages in other regions is tending to eliminate the South's lower wage differentials. L. Metcalfe Walling, Administrator of the Wage and Hour and Public Con-

tracts Divisions of the U. S. Department of Labor, recently told the American Federation of Labor's Southern War Labor Conference.

Walling said that the employers' pressure for wage increases is ten per cent greater than in the Northern section. Requests for wage rate increases under the wage stabilization order have come in from the South at the rate of 49 for every 100,000 workers, and for the Northern states at the rate of 44 for the same number, he said.

## Edenton Leads Towns

The twenty-two reporting towns with a population of less than 10,000 reported an estimated expenditure of \$9,215 on building construction during December. Of this sum \$860 was spent for non-residential building and \$8,355 for additions, alterations, and repairs.

Edenton led the towns, reporting an expenditure of \$3,000. Mooresville was second and Belmont third.

The towns that reported were Belmont, Cherryville, Dunn, Graham, Edenton, Forest City, Hamlet, Hendersonville, Kings Mountain, Lenoir, Lincolnton, Lumberton, Mooresville,

Morehead City, Mount Airy, North Wilkesboro, Roanoke Rapids, Rockingham, Southern Pines, Spencer, Spindale, and Washington.

## Goldsboro Leads Cities in Building Construction

Building construction in the 26 largest North Carolina cities during December showed a decrease in the number of permits and estimated cost of construction as compared with that of November 1942. The number of permits issued in December was 34.4 per cent below that of December 1941, and 29.3 below that of November 1942.

The estimated cost of building construction during December was 54.4 below that of December 1941 and 19.9 per cent below that of November 1942.

In December, 1941 a total of 447 permits were issued. For December, 1942, a total of 293 permits were issued showing a decrease of 122 from November 1942.

The total amount spent for construction was \$511,157. Of this sum \$341,100 was for residential, \$65,305 for non-residential, and \$104,752 for additions, alterations, and repairs.

Goldsboro led the cities. Elizabeth City was second and Winston-Salem was third.

## Wage Orders

Establishment of wage orders in five different industries was announced recently by the Wage and Hour Division, U. S. Department of Labor.

On February 15 the minimum wage for the seamless hosiery, handkerchief, and converted paper products industries will become 40 cents an hour. The same wage rate will apply to the grain products industry beginning March 1, and to the candy and related products industry beginning March 29.

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES, DECEMBER, 1941, AND DECEMBER, 1942

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	December 1941	December 1942	Percentage Change	December 1941	December 1942	Percentage Change
Total	447	293	-34.4	\$1,122,689	\$511,157	-54.4
Residential buildings	159	99	-37.7	565,529	341,100	-39.6
Non-residential buildings	63	27	-57.1	386,465	65,305	-83.1
Additions, alterations, and repairs	225	167	-25.7	170,695	104,752	-38.6

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 21 IDENTICAL CITIES, NOVEMBER, 1942, AND DECEMBER, 1942

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	November 1942	December 1942	Percentage Change	November 1942	December 1942	Percentage Change
Total	415	293	-29.3	\$638,875	\$511,157	-19.9
Residential buildings	130	99	-23.8	500,274	341,100	-31.8
Non-residential buildings	41	27	-34.1	11,594	65,305	+463.2
Additions, alterations, and repairs	244	167	-31.5	127,007	104,752	-17.5

## SUMMARY OF DEC., 1942, BUILDING CONSTRUCTION WORK IN 26 PRINCIPAL CITIES OF NORTH CAROLINA

Totals of December, 1941, Included for Comparison

CITY	No of Buildings	Private Construction*	NEW RESIDENTIAL BUILDINGS				NEW NON-RESIDENTIAL BUILDINGS		ADDITIONS, ALTERATION, AND REPAIRS		ESTIMATED COST OF ALL CONSTRUCTION WORK	
			ESTIMATED COST		NO. FAMILIES							
			December 1941	December 1942	December 1941	December 1942	December 1941	December 1942	December 1941	December 1942	December 1941	December 1942
Total	99	\$341,100	\$565,529	\$341,100	180	99	\$386,465	\$65,305	\$170,695	\$104,752	\$1,122,689	\$511,157
Asheville			27,000		3		12,350		2,352	1,675	41,702	1,675
Burlington			2,000		1		6,700				8,700	
Charlotte			75,825		20		30,850	1,550	53,180	8,021	159,855	9,571
Concord			14,570		11		14,000		1,798	500	30,368	500
Durham			41,140		9		9,700	2,300	9,775	4,525	60,615	6,825
Elizabeth City	25	100,000	500	100,000	1	25		360			500	100,360
Fayetteville			125,200		49		46,250	10,000	3,173	1,449	174,623	11,449
Gastonia			5,300		4		1,500	400	5,200	200	12,000	600
Goldsboro	66	227,200		227,200		66		3,000		600		230,800
Greensboro			29,050		7		82,735		18,335	4,189	130,120	4,189
Greenville										242		242
Hickory								225		200		425
High Point			20,800		4		6,610	920	12,045	9,155	39,455	10,075
Kinston	2	1,000	20,604	1,000	5	2	26,275	1,500	3,050	12,000	49,929	14,500
Lexington			4,950		3		200		900	950	6,050	950
New Bern	1	400	3,500	400	1	1	2,000	32,800	1,150		6,650	33,200
Raleigh			39,500		10		92,500		1,250	1,570	133,250	1,570
Reidsville			13,650		5		200		3,190		17,040	
Rocky Mount			23,190		10					650	23,190	650
Salisbury			37,750		1		1,750	250	2,855	2,725	42,355	1,975
Shelby			10,100		9		10,000		5,150	360	25,250	360
Statesville												
Thomasville			5,300		4		17,000				22,300	
Wilmington	5	12,500	4,850	12,500	2	5	7,000		15,948	21,580	27,798	34,080
Wilson			4,600		2		10,000			2,208	14,600	2,208
Winston-Salem			56,150		19		8,845	12,000	31,344	32,953	96,339	44,953

\* One-family, two-family dwelling; totals included in new residential buildings.



# Labor and Industry

Monthly Bulletin of the Department of Labor, Forrest H. Shuford, Commissioner

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No. 3

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## CHILD LABOR PERMITS SHOW DECREASE

Child labor, which has been steadily on the up-grade since the beginning of America's defense program and especially since the beginning of 1942, took a temporary drop in January with a decided decrease in the number of young girls to whom employment certificates were issued.

The State Department of Labor's monthly report on employment certificates for minors shows that 2,809 employment permits were issued to children under 18 years of age during January. This compares with the total of 4,510 permits issued in December, representing an over-all decrease of 37.7 percent over the month.

Commissioner Shuford pointed out that the decline is accounted for mainly by the fact that 2,688 girls were certified for work in December, while only 756 went to work in January. Many of the girls working in December were employed temporarily in stores in order to meet the Christmas rush of business, he said.

Despite the decline in number of girls employed, the number of boys going to work increased from 1,822 in December to 2,053 in January. The majority of these took jobs in manufacturing industries, while others took non-manufacturing jobs and a few were employed in construction work.

Of the 2,809 children certified for work in January, 2,459 were 16 and 17 years of age; 327 were 14 and 15 years old; and 23 boys over 12 years of age went to work as newspaper and magazine delivery boys. Girls under 14 are not permitted to engage in gainful employment under the provisions of the State Child Labor Law.

Among the group of children 16 and 17 years of age, a total of 1,782 took manufacturing jobs; 671 non-manufacturing work; and six, construction jobs.

## WORKWEEK

According to official figures of the U. S. Bureau of Labor Statistics, all manufacturing industries worked an average of 44 hours a week during November, 1942.

The durable goods industries, employing 7,455,000 workers, had an average workweek of 46 hours. Non-durable goods industries, with 5,568,000 employees, worked an average of 41.1 hours.

## Figures Show Wartime Expansion of Industry in State

More than 16,000 workers were added to North Carolina's manufacturing industries during the period from December, 1941, to December, 1942, according to the Bureau of Labor Statistics, U. S. Department of Labor.

Total non-agricultural employment in the State increased by 41,000 workers during the first war year, or from 720,000 in December, 1941, to 761,000 in November 1942. At the same time, total employment in manufacturing industries increased from 369,000 to 385,000.

Final reports for December, 1942 are not yet completed, but are expected to show even greater gains than are indicated by the above figures, both for non-agricultural employment and for manufacturing industries alone.

## "E" Award

Seventh North Carolina firm to receive the coveted Army-Navy "E" Award for excellence in the production of vital war materials is the J. O. Jones Construction Company of Charlotte.

The presentation ceremony was held Monday afternoon, March 8, at Camp MacKall near Hoffman. The presentation address was delivered by Maj. Gen. Eugene Reybold, chief of the Army Corps of Engineers. Representing the Navy was Captain Clay, commander of the Navy's training school at Duke University, who presented an "E" lapel pin to each of the employees on the military development, now practically completed.

Officers of the Jones Company, executives of many of the subcontracting companies, Army officers from the Camp MacKall section and special guests attended the presentation.

The Army-Navy "E" Award is given for a variety of reasons, including not only excellence in production but also good labor relations, effective management, good safety programs, and compliance with various labor regulations.

## Some Wage Increases Permitted, WLB Agent Says

Managers of establishments employing more than eight workers who contemplate giving merit wage increases to their employees should first make sure that such increases are among those permitted under the President's Wage Stabilization Order, according to Mrs. Pauline W. Horton, State representative of the Wage and Hour and Public Contracts Divisions and agent for the War Labor Board in North Carolina.

Mrs. Horton said she has learned that some employers have granted an accelerated number of wage or salary increases to their employees without first finding out if the increases are permitted. Though the reason for giving these increases may be to keep employees from taking higher paying jobs elsewhere, such increases are subject to definite limitations under the WLB regulations. Unless these regulations are complied with, severe penalties may result from the granting of increases, Mrs. Horton warned.

"Wage raises must be made in accordance with an established wage or salary agreement or rate schedule in order to be legal," she explained. "They must also conform to at least one of five conditions:

"First, an increase may be the result of an individual promotion or reclassification. Second, it may be in accord with individual merit increases within established rate ranges. Third, it may result from the operation of an established plan of wage or salary increases based upon length of service. Fourth, it may be given because of increased productivity under piece-work or incentive plans. Fifth, it may be based upon the operation of an apprentice or trainee system."

Mrs. Horton said that while some employers have given unauthorized wage increases, others have used the stabilization program as an excuse for denying employees legitimate merit increases on the grounds that "all wages are frozen at present levels". Where such refusals result in inequalities or gross inequities, employees may apply to the office of the Wage and Hour and Public Contracts Divisions in the State Labor Building in Raleigh for a ruling from the WLB agent. If an increase is found to be legitimate in such cases, the employer will be advised to that effect. If a legitimate increase is denied by the employer, the employees involved may appeal to the War Labor Board for consideration, Mrs. Horton stated.



# NORTH CAROLINA LABOR and INDUSTRY

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Commissioner of Labor

MINNIE S. GOSNEY, Editor

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## Liberty AND Security

In the midst of a war which is being fought for the twin human purposes of liberty and security, certain voices — speaking for privileged minorities — have been raised in the cry that liberty and security cannot exist together and that to have the one we must necessarily sacrifice the other.

These voices point in warning to the fascist, Nazi and communist states, citing them as examples of nations which have achieved security for the majority of their citizens by sacrificing personal liberty and subjecting the economic life of the nation to rigid controls.

These same voices are the ones which in our own country have objected to every measure of wartime necessity, such as high taxes, price control, rationing, and inflation control through limitation of wage and salary increases. They are the same voices which have been raised in opposition to every progressive measure enacted in America during the past ten years.

The answer to these singers of defeat — who believe liberty and security to be incompatible — is that the nations which have sacrificed liberty of the individual have at the same time sacrificed all possibility of economic security for their citizens, or rather — for their subjects.

At the end of this war, these voices will be heard louder than ever demanding a return to ungoverned license in the nation's economic life. Refusing to admit the possibility of a society balanced between the creative forces of industry and the regulative powers of democratic government, they will advocate the scrapping of government's powers of regulation and intervention in the processes of production. They will point to the new economic frontiers still to be explored and developed, citing these as justification for economic license.

The fact is that our political and economic society has reached a stage of such complexity, with such interdependent relations with every other corner of the world, that the achievement of personal security and the continuation of personal liberty demand both the services of industry and of government. Without industry there would be no production. Without government regulation of the na-

## Employment and Payrolls for North Carolina

Prepared by Statistical Division

Due to the new arrangement between the North Carolina Department of Labor and the Bureau of Labor Statistics, we have been able to increase the coverage of the statistical sample for North Carolina Employment and Payroll.

Your cooperation in supplying current information each month is earnestly desired and will be much appreciated. If your name is not on our mailing list, we shall be glad to add it in order that we might receive your employment data.

### Employment, Payrolls, and Earnings In All Manufacturing and Non-Manufacturing Industries

DECEMBER, 1942 - JANUARY, 1943

INDUSTRIES	No. Firms Reporting	EMPLOYMENT		PAYROLLS		AVERAGE WEEKLY EARNINGS		AVERAGE HOURS PER WEEK PER MAN		AVERAGE HOURLY EARNINGS	
		Number Dec., '42	% Change Jan., '43	Amount Dec., '42	% Change Jan., '43	Amount Dec., '42	% Change Jan., '43	Amount Dec., '42	% Change Jan., '43	Am't Cts. Dec., '42	% Change Jan., '43
<b>Manufacturing Total</b> .....	871	216,160	— .8	\$4,955,975	— 1.9	\$22.92	— 1.0	39.9	— 1.4	57.3	+ .3
Brick, Tile, Terra Cotta	9	599	— 1.1	10,491	— .5	17.51	+ .6	37.2	— 2.6	47.0	+ 3.5
Cotton Goods	275	120,159	— 1.2	2,708,028	— .7	22.53	+ .5	40.0	— .4	56.3	+ 1.0
Cottonseed—Oil	8	352	+ 4.1	6,663	+ .9	18.92	— 3.0	49.2	— 3.3	38.4	+ .5
Dyeing & Finishing	18	4,692	+ .8	107,121	— 1.8	22.83	— 2.6	39.6	— 3.1	57.6	+ .6
Fertilizer	34	1,633	+ 1.5	3,348	+ 7.1	19.19	+ 5.4	39.8	+ .7	48.1	+ 4.5
Furniture	69	14,814	+ .4	304,665	— 6.0	20.56	— 6.5	39.7	— 6.3	51.7	— .1
Hosiery—F F	49	11,109	— 1.3	281,180	— 2.5	25.31	— 1.1	37.4	— 1.8	67.6	+ .8
Hosiery—Seamless	105	15,458	No Chg	297,801	— .8	19.26	— .8	36.2	— 1.3	53.1	+ .5
Knit Goods—Flat	9	5,030	+ 1.5	112,988	+ 4.2	22.46	+ 2.6	42.0	+ 1.2	53.3	+ 1.3
Lumber (Including Planing Mills)	54	4,390	— 3.3	84,498	— 5.6	19.24	— 2.3	40.8	— 3.3	47.1	+ .8
Paper Boxes (Corrugated, Folded & Set-Up)	17	1,123	— 11.9	22,186	— 13.3	19.75	— 1.6	41.6	— 1.8	47.4	+ .2
Pulp Mills	4	3,501	— 1.0	121,605	— 3.4	34.73	— 2.4	42.9	— 1.3	80.8	— 1.1
Printing & Publishing	22	537	+ 1.7	17,337	— 1.7	32.28	— 3.4	38.6	— 3.9	83.6	+ 1.3
Rayon	20	7,276	+ 1.1	184,372	+ .2	25.33	— .9	43.1	— .9	58.7	No chg
Tobacco Products (Snuff, Cigarettes, & Chewing Tob.)	8	11,055	— 1.0	315,320	— 10.0	28.52	— 9.0	40.2	— 6.5	70.8	— 2.8
Woolen Mills	3	1,511	+ 4.2	39,467	+ 6.7	26.11	+ 2.3	40.3	+ 1.5	64.6	+ .6
Other Industries	167	12,921	— .9	310,905	— 1.8	24.06	— .9	41.9	— .7	57.3	— .1
<b>Non-Manufacturing Total</b> .....	371	8,061	— 11.7	\$ 157,673	— 6.0	\$19.55	+ 6.4	42.4	+ 3.1	46.0	+ 3.1
Retail	203	3,698	— 23.1	65,873	— 13.2	17.81	+12.7	39.8	+ 6.7	44.6	+ 5.6
Wholesale	85	1,105	— .1	34,670	— .2	31.37	No chg	44.4	— 2.2	70.6	+ 2.1
Laundries, Dyeing & Cleaning	23	1,315	+ 3.9	19,462	+ 2.9	14.80	— .8	45.9	— 1.9	32.1	+ .9
Mines & Quarries	23	710	— 5.2	13,431	— 4.6	18.91	+ .5	40.4	+ 1.7	46.8	— 1.0
Public Utilities	26	563	— .1	16,435	— .1	29.19	No chg	42.9	+ .2	68.0	No chg
Hotels	11	670	+ 4.6	7,802	+ .7	11.64	— 3.7	48.7	— 4.5	23.9	+ .8
Insurance & Brokerage	No hours reported										
Other Lines of Trade	Insufficient data at time of release										
<b>Total—All Manufacturing &amp; Non-Manufacturing</b>	1,242	224,221	— 1.3	\$5,113,648	— 2.0	22.80	— .7	40.0	— 1.2	56.9	+ .5

tion's economy to a certain degree, there can be no security either for the individual or the nation. And without government interference in the processes of production, there would surely and swiftly come a time when the pressure of personal insecurity would drive the people into supporting the "total planners", or those who would abolish personal liberty in the vain hope of achieving security.

As the will, intelligence and energy of America is at present directed toward the end of crushing the external threats to national security, so at the end of the war must our energies and thoughts be bent toward the task of preserving personal liberty and creating increased personal security, the twin purposes for which we are fighting.

There will be endless discussion and argument about the proper methods for achieving these purposes. But to people who have the future of the American nation at heart, two facts will be clear and self-evident in advance: That we must have a high rate of industrial production, and that government must take a hand in insuring for every person decent wages, working conditions, and equitable distribution of the products of labor.

## Employment, Payrolls Show Slight Decrease

Fractional losses in employment and average weekly earnings are shown in the January report of 1,242 industrial and non-manufacturing firms.

Total employment in the reporting establishments during January fell off 1.3 percent from the December figure with 224,221 workers listed on the payrolls during the week sampled. Weekly payrolls totaled \$5,113,648, a decrease of two percent.

The average weekly wage in the industries sampled was \$22.80, a decline of seven-tenths of one percent from the December wage. However, average hourly earnings climbed to 56.9 cents, an increase of one-half of one percent over the month. The work-week was 40 hours in length.

Average hourly earnings in the manufacturing group were 11.3 cents higher than in the non-manufacturing industries including retail, wholesale, mining and service industries.

Hourly wages paid in the State's leading industries were as follows: printing and publishing, 83.6 cents; pulp mills, 80.8; tobacco products,

(Continued on page 3, column 3)



## DIVISION OF STANDARDS AND INSPECTIONS

### State Inspections

A total of 604 manufacturing, commercial and service establishments were inspected for compliance with the North Carolina Labor Laws and rules and regulations during January. These establishments employed 13,486 workers.

In addition to making routine inspections, the inspectors made compliance and follow-up visits to 39 establishments.

A total of 937 violations of the provisions of the Labor Laws and rules and regulations were reported as follows:

Hour Law .....	29
Time Records .....	16
Child Labor .....	614
Sanitation .....	45
Seats .....	1
Drinking Water Facilities .....	9
Safety Code Violations .....	90
Miscellaneous .....	133

Among the establishments inspected, 574 in which violations were found were immediately brought into compliance with the laws and regulations. Of these cases, 354 concerned child labor. The great majority of the child labor irregularities uncovered by the inspectors were of a technical nature, such as failure of the employer to secure work permits for minors employed by him or failure to post a schedule of working hours, or both. The greater portion of the violations were found in mercantile establishments.

No less important than the inspections made in January was the educational work accomplished by the inspectors in the course of their duties. It has been found that a great many employers are not well informed concerning the provisions of the Labor Laws, and a careful explanation of the law by the inspector serves to bring most employers into compliance.

### Wage and Hour Inspections

A total of 138 inspection cases were closed under the provisions of the Federal Wage and Hour Law in North Carolina during January. In addition to handling the regular inspection work under this law, the Supervising Inspectors of the Labor Department field offices in Greensboro, Charlotte and Asheville received many inquiries and acted as information centers concerning the national Wage Stabilization program.

Among the 138 inspection cases closed under the Wage and Hour Law, 129 commercial and manufacturing establishments were found to be covered by the provisions of the Act. Of these, 49 were found in full compliance and 80 were violating various provisions of the statute. Thirty-one establishments were violating the minimum wage and overtime provisions of the Act and 49 were failing to keep the required records concerning their payrolls and employees.

Restitution of back wages in the sum of \$13,768 was secured during January for 323 employees of 36 different firms which had underpaid their employees according to the standards established by the Act. The majority of these back wage payments were made voluntarily by the

employers concerned after they had been informed of the violations.

### Wage Stabilization Clinics Held In Piedmont Cities

A series of "clinics" on the general subject of wage and salary stabilization is now being conducted in North Carolina cities by the Wage and Hour and Public Contracts Divisions representatives assigned to North Carolina.

The purpose of these meetings is to make available to employers, employees, union representatives and trade associations direct and complete information concerning the wage stabilization program. At each clinic, the speaker outlines the main features of wage stabilization and conducts an open forum discussion with the representatives present.

The first clinic of the series was held at the Chamber of Commerce in Charlotte on February 22. More than 50 employee representatives from the Piedmont section attended this meeting, which was conducted by Mrs. Pauline W. Horton, State wage-hour and public contracts representative and WLB agent for North Carolina. Both morning and afternoon meetings were held.

The second clinic was held in the O. Henry Hotel in Greensboro on February 25. Fred J. Coxe, Jr., assistant to Mrs. Horton, conducted the meeting. A large group of industrialists and employees was present at the Greensboro clinic.

Everett Connelly and William S. Petree, supervising inspectors of the Charlotte and Greensboro offices of the State Department of Labor, assisted in promoting interest in the clinics among employers and employees.

### Local Man Appointed to Wage-Hour Industry Committee

Professor Richard Lester, Duke University economist, has been appointed to serve as public representative on the industry committee for the miscellaneous textile, leather, fur, straw, and related products industry.

The committee, composed of 12 representatives each for the public, employers and employees, was appointed by L. Metcalfe Walling, Administrator of the Wage and Hour and Public Contracts Divisions of the U. S. Department of Labor. It will meet in New York City on March 2 to investigate competitive and economic conditions in the industry with the view of recommending to the wage-hour administrator the highest minimum wage for the industry which will not substantially curtail employment. The committee was appointed and will study conditions in the industry under the provisions of the Fair Labor Standards Act which empower the administrator to issue wage orders for various industries.

The industry for which the committee may recommend a minimum wage, and the operations which would be covered by a wage order based upon such recommendation, are defined as follows:

## THE Veterans' Service Division

FRANK M. SASSER, Service Officer

January, 1943

Letters Written .....	298
Folders Reviewed .....	213
Examinations Secured .....	27
Hospitalizations .....	12
Personal Interviews .....	316
Appearances Before Rating Board .....	153
New Cases .....	380
Old Cases .....	280
Total Cases .....	660
Pensions .....	11
Compensations .....	10
Increased Benefits .....	\$ 728.25
Back Benefits .....	\$3,680.35
Total Benefits .....	\$4,408.60

"The coating, impregnating, and other processing of textiles, including, but without limitation, the production of oilcloth, artificial leather, linoleum, and felt base floor coverings.

"The manufacture of any product from textile yarn or fabric (made from any animal, mineral, vegetable or synthetic fiber or mixtures of any of these fibers), impregnated or coated textiles, hair, bristles, straw, leather, feathers, and similar materials; except the weaving of fabric from mineral fibers or yarn.

"The dressing, dyeing, and other processing or handling of fur skins or pelts, and the manufacture of any product from fur skins or pelts.

"The manufacture of men's or boys' straw or harvest hats, the term 'straw' being used in the trade sense and not being confined to materials made from natural fibers.

"Provided, however, that this industry shall not include any product or part (other than men's and boys' straw or harvest hats) the manufacture of which is covered by the definition of an industry for which a wage order has been issued or for which an industry committee has been appointed under the Fair Labor Standards Act."

Truck drivers riding in the trucks' sleeping berths while the relief driver is at the wheel need not be compensated in accordance with the overtime provision of the Fair Labor Standards Act for time so spent, according to L. Metcalfe Walling, Administrator of the Wage and Hour and Public Contracts Divisions, U. S. Department of Labor. The position of the Division, said Walling, is in accord with that of the Interstate Commerce Commission.

### Employment, Payrolls

(Continued from page 2)

70.8; wholesale establishments, 70.6; full-fashioned hosiery, 67.6; rayon, 58.7; dyeing and finishing, 57.6; cotton goods, 56.3; flat knit goods, 53.3; seamless hosiery, 53.1; furniture, 51.7; lumber, 47.1.

The workweek in manufacturing industries averaged 39.9 hours in length; in non-manufacturing, 42.4 hours; in all industries combined, 40 hours.



# January Building Permits

Prepared by Statistical Division

## Wilmington Leads Cities in Building Construction

Building construction in the 26 largest North Carolina cities during January showed a decrease in the number of permits and estimated cost of construction as compared with that of December 1942. The number of permits issued in January was 41.4 per cent below that of January 1942 and 5.4 per cent below that of December 1942.

The estimated cost of building construction during January was 58.1 per cent below that of January 1942 and .4 per cent below that of December 1942.

In January 1942 a total of 473 permits were issued. For January 1943, a total of 277 permits were issued showing a decrease of 16 from December 1942.

The total amount spent for construction was \$508,681. Of this sum \$121,015 was for residential, \$304,930 for non-residential, and \$82,736 for additions, alterations, and repairs.

Wilmington led the cities. Durham was second and Winston-Salem was third.

## Roanoke Rapids Leads Towns

The 20 reporting towns with a population of less than 10,000 reported an estimated expenditure of \$10,590 on building construction during January. Of this sum \$518 was for non-residential building and \$10,072 for additions, alterations, and repairs.

Roanoke Rapids led the towns, reporting an expenditure of \$6,250. Hamlet was second and Mount Airy third.

The towns that reported were Asheboro, Belmont, Cherryville, Dunn, Edenton, Forest City, Hamlet, Henderson, Kings Mountain, Lenoir, Lincolnton, Lumberton, Morehead City, Mount Airy, North Wilkesboro, Roanoke Rapids, Rockingham, Southern Pines, Spindale, and Washington.

The number of women in the national labor force will increase to 18,400,000 by December of this year, a gain of 3,400,000 over a 14-month period, according to a recent statement by Katherine L. Lenroot, chief of the Children's Bureau, U. S. Department of Labor.

## Type of January Building Construction in the 26 Cities Reporting

TYPE OF BUILDING	Buildings for Which Permits were Issued	
	NO.	COST
<b>Residential Buildings:</b>		
One-family dwellings .....	33	\$ 91,075
Two-family dwellings .....	6	29,940
<b>Total New Residential Buildings .....</b>	<b>39</b>	<b>\$121,015</b>
<b>Non-Residential Buildings:</b>		
Churches .....	1	\$ 16,000
Factories, bakeries, ice plants, laundries, and other workshops .....	1	500
Garages, public .....	1	175
Garages, private (when separate from dwelling) .....	6	770
Institutions .....	1	261,500
Office buildings, including banks .....	1	900
Public works and utilities .....	2	2,500
Sheds, poultry houses, contractors' .....		
temporary offices, etc. ....	8	1,200
Stores and other mercantile buildings .....	3	21,200
All other .....	3	185
<b>Total Non-Residential Buildings .....</b>	<b>27</b>	<b>\$304,930</b>
<b>Additions, Alterations, and Repairs:</b>		
Housekeeping dwellings .....	126	\$ 34,817
Non-housekeeping dwellings .....	18	10,565
On non-residential buildings .....	67	37,354
<b>Total, Additions, Alterations, and Repairs .....</b>	<b>211</b>	<b>\$ 82,736</b>

## Canning Industry Committee Appointed

An industry committee composed of ten representatives each for the public, employers and employees has been appointed by L. Metcalfe Walling, Administrator of the Wage and Hour and Public Contracts Divisions, U. S. Department of Labor, for the purpose of studying economic and competitive conditions in the canned fruits and vegetables and related products industry.

The definition of the industry includes canning and preserving fruits and vegetables and the manufacture of jams, jellies, juices, soups and a wide variety of other related products.

The industry committee will meet in New York City on March 17.

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES, JANUARY, 1942, AND JANUARY, 1943

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	January 1942	January 1943	Percentage Change	January 1942	January 1943	Percentage Change
<b>Total .....</b>	<b>473</b>	<b>277</b>	<b>-41.4</b>	<b>\$1,215,992</b>	<b>\$508,681</b>	<b>-58.1</b>
Residential buildings .....	187	39	-79.1	729,805	121,015	-83.4
Non-residential buildings .....	53	27	-49.0	196,197	304,930	+55.4
Additions, alterations, and repairs .....	233	211	-9.4	289,990	82,736	-71.4

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES, DECEMBER, 1942, AND JANUARY, 1943

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	December 1942	January 1943	Percentage Change	December 1942	January 1943	Percentage Change
<b>Total .....</b>	<b>293</b>	<b>277</b>	<b>-5.4</b>	<b>\$511,157</b>	<b>\$508,681</b>	<b>-.4</b>
Residential buildings .....	99	39	-60.6	341,100	121,015	-64.5
Non-residential buildings .....	27	27	No Chg.	65,305	304,930	+366.9
Additions, alterations, and repairs .....	167	211	+26.3	104,752	82,736	-21.0

## SUMMARY OF JAN., 1943, BUILDING CONSTRUCTION WORK IN 26 PRINCIPAL CITIES OF NORTH CAROLINA Total of January, 1942, Included for Comparison

CITY	No of Buildings	Private Construction	NEW RESIDENTIAL BUILDINGS				NEW NON-RESIDENTIAL BUILDINGS		ADDITIONS, ALTERATION, AND REPAIRS		ESTIMATED COST OF ALL CONSTRUCTION WORK	
			ESTIMATED COST		NO. FAMILIES		January 1942	January 1943	January 1942	January 1943	January 1942	January 1943
			January 1942	January 1943	January 1942	January 1943						
<b>Total .....</b>	<b>39</b>	<b>\$121,015</b>	<b>\$729,805</b>	<b>\$121,015</b>	<b>244</b>	<b>45</b>	<b>\$196,197</b>	<b>\$304,930</b>	<b>\$289,990</b>	<b>\$82,736</b>	<b>\$1,215,992</b>	<b>\$508,681</b>
Asheville .....			6,500		3		10,000		3,330	7,185	19,830	7,185
Burlington .....			8,390		5		5,930				14,320	
Charlotte .....			170,700		54		40,924	3,500	36,150	13,860	247,774	17,360
Concord .....			9,800		5		150		350	275	10,300	275
Durham .....	29	103,940	21,100	103,940	6	35	5,400		9,220	9,635	35,720	113,575
Elizabeth City .....			12,000		8		400				12,400	
Fayetteville .....			47,000		17			16,000	95,300	1,275	142,300	17,275
Gastonia .....	1	500	6,000	500	2	1	300			400	6,300	900
Goldsboro .....	1	275		275		1		825		750		1,850
Greensboro .....			212,600		36		575		19,425	11,922	232,025	12,497
Greenville .....			97,500		3				825	150	10,575	150
Hickory .....												
High Point .....			48,950		19		3,435	370	21,698	13,040	74,083	13,410
Kinston .....			9,250		6		225	300		1,100	9,475	1,400
Lexington .....			26,600		21		800		400	3,905	27,800	3,905
New Bern .....							250				250	
Raleigh .....			47,850		12		49,200		13,050	1,495	110,100	1,495
Reidsville .....			4,500		2						4,500	
Rocky Mount .....			14,200		6		26,000	300	6,700	400	46,900	700
Salisbury .....			700		1		15,300	800	2,295	355	18,295	1,155
Shelby .....			3,300		5		8,000			535	11,300	535
Statesville .....			21,000		9		700				21,700	
Thomasville .....										50		50
Wilmington .....	8	16,300	4,650	16,300	4	8		261,500	51,468	9,792	56,118	287,592
Wilson .....			3,650		1					315	3,650	315
Winston-Salem .....			41,315		19		29,183	20,760	29,779	6,297	100,277	27,057



## NORTH CAROLINA

# Labor and Industry

*Monthly Bulletin of the Department of Labor, Forrest H. Shuford, Commissioner*

Vol. X

RALEIGH, N. C., APRIL, 1943

No. 4

### Liberty and Security

Last month this publication carried an editorial advancing the idea that the war is being fought for two basic purposes, the preservation of political freedom and the advancement of economic security.

During the past month preliminary steps have been taken which seem to substantiate that idea.

First: President Roosevelt has sent to Congress for consideration a report prepared by the National Resources Planning Board concerning measures of economic reform for a post-war period.

Second: A group of American Senators have advanced a preliminary plan to the effect that the United States should participate in an organization of powers to keep the peace after the war is won.

Third: Prime Minister Winston Churchill has propounded the thesis that Great Britain should undertake widespread measures of economic reform after the war and that councils of nations should be formed to keep the peace in Europe and Asia and create the nucleus for an instrument of international cooperation.

Everyone concerned with the above proposals recognized that winning the war is the supreme task for the present. They also recognized that general plans for the future must be made now, so that we shall not be caught empty-handed at the end of the war.

### 2,798 Minors Certified For Work During February

Figure Decreases Slightly From January Total

A total of 2,798 work permits were issued to children under 18 years of age during February, showing little change from the January figure of 2,809.

Boys, the majority of whom went to work in manufacturing industries, accounted for 2,053 of the permits issued, while only 745 girls were certified.

Among the 2,521 minors 16 and 17 years of age who were certified for work, 1,838 were boys and 683 girls. Of this group, 1,998 went to work in manufacturing industries, 518 in non-manufacturing industries, and five in construction work.

Certificates were issued to 259 children 14 and 15 years old. Of these, 197 were boys and 62 girls.

Eighteen boys aged 12 and 13 went to work as news delivery boys during the month.

### LABOR LEGISLATION RECORD FOR 1943

The 1943 session of the North Carolina General Assembly was characterized by a conspicuous lack of enthusiasm for placing unnecessary curbs upon the democratically-won rights of labor.

Not all of the state legislatures which met this year have had this attitude. It should be chalked up to the lasting credit of Tar Heel legislators that by refusing to make any significant changes in the State Labor Laws they recognized the complete loyalty and patriotism of North Carolina's working

people, who are putting first things first in their unrelenting efforts for all-out production of war materials.

Six bills which were of direct interest to our State's working people came up for consideration before the General Assembly this year. Three were passed and three were defeated. Here, in a nutshell, is the year's labor legislation record:

Passed: A bill raising the maximum legal workweek for male adults from 55 to 56 hours per week, with a provision for time-and-a-half pay for the 56th hour.

Passed: A bill providing for the submission of a constitutional amendment to the people of North Carolina. The proposed amendment would make the Commissioners of Labor, Agriculture and Insurance members of the Council of State.

Passed: A bill amending Section Seven of Chapter 317 of the Public Laws of 1937, providing "that this section shall not prohibit a minor under the age of eighteen years from working in any establishment where beer is sold and not consumed on the premises, and to which has been issued only an 'off premises' license for the sale of beer."

Defeated: A bill to create the office of Labor Conciliator and to establish a State "Labor Relations Act".

Defeated: A bill to make the use of force or threat of force in picketing a felony.

Defeated: A bill to exempt dairies in Caldwell County from the provisions of the State Maximum Hour Law.

### Commissioner Addresses North Wilkesboro Kiwanians

Commissioner Shuford on March 12 addressed the North Wilkesboro Kiwanis Club on the topic of "Manpower."

The Commissioner was presented by W. D. Halfacre, who was in charge of the program.

Commissioner Shuford outlined the labor situation in North Carolina, emphasizing the problems affecting war production. He discussed the bottle-necks of regimentation, industrial ac-

### "E" Award

Another North Carolina firm has been notified that it will receive the Army-Navy "E" Award for excellence in war production.

This time it is Wright's Automatic Machinery Company of Durham. The company will receive a flag to be flown above the plant and a lapel pen will be given to each employee.

Date for the presentation has not been set, but was expected to be some time during April.

The company was previously engaged in manufacturing automatic stamping and packing machinery. It was converted to war production less than two years ago.

### More Learners May Now Be Employed

A larger number of learners in textile, hosiery, and a group of apparel industries may be employed as a result of amended learner regulations effective March 22.

The regulations, amended under the Wage and Hour Law by L. Metcalfe Walling, Administrator of the Wage and Hour and Public Contracts Divisions of the U. S. Department of Labor, are intended to provide for the replacement of losses arising out of abnormal labor turnover and were adopted for the duration of the war only.

The order applies to the following industries: textile and hosiery, women's apparel, single pants, shirts and allied garments, women's sportswear and other odd outerwear, and belts divisions of the apparel industry, knitted and men's woven underwear and commercial knitting, knitted outerwear, and gloves and mittens.

"Employers in many areas," it was pointed out by Commissioner Shuford, "are now drawing on a labor supply not formerly included in the groups available for employment. Many of

(Continued on page 4, col. 3)

(Continued on page 4, col. 2)



# NORTH CAROLINA LABOR and INDUSTRY

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Commissioner of Labor

MINNIE S. GOSNEY, Editor

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## Anti-Inflation Program

One of the chief factors which will insure a sound and stable post-war American economy is the economic stabilization program now in operation. For the future of our country, the success of this program is second in importance only to military victory over the enemy.

In the few months which have elapsed since Congress passed the Anti-Inflation Act, a certain number of violations of the Act and of the Executive Order No. 9250 have been reported to the National War Labor Board. On investigation, most of these violations have proved to have been committed rather through ignorance than through wilful disregard of the law. For this reason, the Board deemed it appropriate during the early months to temper its enforcement policy with the knowledge that the national policy of wage stabilization was still imperfectly understood.

The cooperative response of American employers and employees to the necessary restrictions imposed upon them by this law has been one of the most heartening proofs on the home front of our will to victory. It shows that the overwhelming majority of our people realize the serious threat to our security, both at home and abroad, of a runaway rise in the cost of living, and it shows that they are only too willing to make the needed personal sacrifices to prevent such a disaster.

The War Labor Board's investigation of complaints has, however, disclosed that in some instances the declared policy of Congress and the President has been wilfully violated. Employers engaged in war production, for example, have complained that some of their workers are being pirated by less scrupulous neighbors who are paying increased wages without Board authority. These charges have been seconded by the Government agencies responsible for war production.

Obviously, wilful violations of the law must be stopped if the anti-inflation program is not to be impaired and the critical manpower situation rendered more acute. Where the Board's investigation of the facts warrant, violations will be prosecuted immediately and vigorously. Ignorance can no longer be pleaded as an excuse.

Congress in the Anti-Inflation Act, and the President in Executive Order No. 9250, set forth the penalties for violations. Any illegal wage or salary

## Employment and Payrolls for North Carolina

Prepared by Statistical Division

Due to the new arrangement between the North Carolina Department of Labor and the Bureau of Labor Statistics, we have been able to increase the coverage of the statistical sample for North Carolina Employment and Payroll.

Your cooperation in supplying current information each month is earnestly desired and will be much appreciated. If your name is not on our mailing list, we shall be glad to add it in order that we might receive your employment data.

### Employment, Payrolls, and Earnings In All Manufacturing and Non-Manufacturing Industries JANUARY - FEBRUARY, 1943

INDUSTRIES	No. Firms Reporting	EMPLOYMENT		PAYROLLS		AVERAGE WEEKLY EARNINGS		AVERAGE HOURS PER WEEK PER MAN		AVERAGE HOURLY EARNINGS	
		Number Jan., 1943 Feb., 1943	% Change Over Month	Amount Jan., 1943 Feb., 1943	% Change Over Month	Amount Jan., 1943 Feb., 1943	% Change Over Month	Amount Jan., 1943 Feb., 1943	% Change Over Month	Am't Cts. Jan., 1943 Feb., 1943	% Change Over Month
<b>Manufacturing Total.....</b>	936	223,651	— .1	\$5,165,927	+ .9	\$23.09	+ 1.0	40.2	+ 1.0	57.3	Nochg.
Brick, Tile, Terra Cotta	11	604	— 3.5	10,688	— 3.2	17.69	+ .2	37.5	+ .5	47.0	— .4
Cotton Goods.....	284	119,478	— .2	2,715,184	+ 1.2	22.72	+ 1.4	40.5	+ 1.5	56.0	Nochg.
Cottonseed—Oil.....	7	310	+ .9	6,189	— 1.1	19.96	— 2.1	50.1	— 3.0	39.8	+ 1.0
Dyeing & Finishing.....	15	4,378	— .1	101,788	+ 1.6	23.24	+ 1.8	40.7	+ 1.4	57.0	+ .5
Fertilizer.....	38	2,153	+ 30.7	43,229	+ 36.9	20.07	+ 4.8	41.3	+ 3.7	48.5	+ 1.0
Furniture.....	71	15,491	+ 1.5	325,896	+ 3.5	21.03	+ 1.9	40.5	+ 2.0	51.8	Nochg.
Hosiery—F F.....	57	13,674	— .5	365,173	+ 5.2	26.70	+ 5.7	38.1	+ 2.6	70.0	+ 2.9
Hosiery—Seamless.....	110	16,617	No chg.	330,846	+ 3.4	19.91	+ 3.4	37.1	+ 2.4	53.6	+ .9
Knit Goods—Flat.....	10	5,271	+ .4	118,407	+ .6	22.46	+ .2	42.7	+ 1.6	52.5	— 1.3
Lumber (Including Planing Mills).....	59	4,961	— 3.8	96,663	— 4.2	19.48	— .4	41.4	Nochg.	46.9	— .6
Paper Boxes (Corrugated, Folded & Set-Up).....	18	1,034	— 9.4	20,090	— 9.1	19.42	— .2	40.3	— 1.4	48.2	+ 1.9
Pulp Mills.....	4	3,420	— 2.3	121,472	— .1	35.51	+ 2.2	43.9	+ 2.3	80.8	Nochg.
Printing & Publishing.....	25	668	— 1.3	22,129	+ 3.7	33.12	+ 5.1	37.8	+ 3.5	87.4	+ 1.3
Rayon.....	18	6,260	No chg.	153,728	— .2	24.55	— .1	41.8	— .4	58.6	+ .1
Tobacco Products (Snuff, Cigarettes, & Chewing Tob.).....	8	11,042	— .1	289,615	— 8.1	26.22	— 8.0	37.7	— 6.2	69.5	— 1.8
Woolen Mills.....	5	3,562	— 4.9	88,424	— 10.0	24.82	— 5.3	40.9	— 4.4	60.5	— 1.1
Other Industries.....	196	14,728	— .6	356,406	+ 1.0	24.19	+ 1.7	41.9	+ .7	57.6	+ .8
<b>Non-Manufacturing Total</b>	402	9,034	— .9	\$ 185,442	+ 2.4	\$20.52	+ 3.4	42.4	+ .7	48.3	+ 2.7
Retail.....	214	4,253	— 1.0	77,250	+ 1.8	18.16	+ 3.0	39.0	— .2	46.5	+ 3.3
Wholesale.....	97	1,429	— .7	49,040	+ 3.7	34.31	+ 4.5	44.9	+ 1.5	76.3	+ 2.9
Laundries, Dyeing & Cleaning.....	23	1,260	— 2.0	19,383	+ 1.3	15.38	+ 3.5	47.0	+ 1.9	32.6	+ 1.5
Mines & Quarries.....	30	942	— .7	17,679	— 1.8	18.76	— 1.1	39.6	— 2.7	47.3	+ 1.5
Public Utilities.....	26	472	+ .6	13,743	+ 7.7	29.11	+ 7.0	46.0	+ 6.2	63.2	+ .7
Hotels.....	12	678	— .1	8,347	+ 4.2	12.31	+ 4.4	51.0	+ 2.8	24.1	+ 1.6
Insurance & Brokerage... Other Lines of Trade...											
<b>Total—All Manufacturing &amp; Non-Manufacturing</b>	1,338	232,685	— .1	\$5,351,369	+ 1.0	22.99	+ 1.1	40.3	+ 1.0	56.9	Nochg.

payment will be disallowed by the Government as a legitimate expense of the employer when calculating deductions under the revenue laws of the United States, or when determining costs or expenses under any law or regulation, including the Emergency Price Control Act. In addition, Congress provided for criminal penalties which subject both employers and employees who wilfully violate the act to a fine of not more than \$1,000 or imprisonment of not more than a year, or both.

It is believed that the patriotism of American employers and employees will render unnecessary any wide resort to the penalties provided for violation of the Act. However, when deliberate violations are uncovered, swift and certain punishment has been promised. Undermining the nation's economic stability is as much a "fifth column" activity as any other, and in the long run could prove as dangerous to the nation as sabotage of war production.

The War Labor Board on March 15 authorized employers to grant wage increases without WLB approval in cases where the gain does not boost the worker's wage rate above 40 cents an hour.

## Employment and Payrolls

Industrial employment in North Carolina decreased about one-tenth of one percent in February as compared with January. All groups reported decreases except the seasonal fertilizer and cottonseed oil industries and the flat knit goods industry, all of which reported increases.

Payrolls increased nine-tenths of one percent over the January figure.

Averages for February were: weekly earnings \$23.09; hourly earnings, 57.3 cents; hours worked per week, 40.2.

Among the non-manufacturing industries, the majority reported slight decreases in employment and modest increases in weekly and hourly earnings and length of the workweek.

Among the total of 1,338 establishments, both manufacturing and non-manufacturing, which reported to the Department of Labor, employment was 232,685, a decrease of one-tenth of one percent; payrolls for a sample week totaled \$5,351,369, a one percent increase; average weekly earnings were \$22.99 and hourly earnings were 56.9 cents; and the workweek was 40.3 hours long, increasing one percent.



## DIVISION OF STANDARDS AND INSPECTIONS

### State Inspections

A total of 572 manufacturing, commercial and service establishments were inspected for compliance with the North Carolina Labor Laws and rules and regulations during February. These establishments employed 20,043 workers.

A total of 798 violations of the Labor Laws and rules and regulations were reported as follows:

Hour Law .....	50
Time Records .....	22
Child Labor .....	351
Sanitation .....	53
Seats .....	1
Drinking Water Facilities .....	11
Safety Code Violations .....	197
Miscellaneous .....	113

Among the establishments inspected, 765 violations were corrected immediately. A total of 497 of these had to do with infractions of the Child Labor Law, such as failure of the employer to secure work permits for minors employed by him. Most of the violations were found in mercantile establishments.

A special investigation of a dry cleaning plant, made upon complaint, showed that a 15-year-old boy was working at a hazardous occupation. The management promised immediate compliance.

There were no prosecutions in February.

### Wage and Hour Inspections

A total of 125 inspection cases were closed under the Federal Wage and Hour Law in North Carolina during February.

A total of 115 commercial and manufacturing establishments inspected were found to be covered by the Wage and Hour Law. Of these, 33 were in full compliance and 82 were violating one or more provisions of the Fair Labor Standards Act. Forty-eight establishments were failing to keep the records required by the Act and 34 were violating the basic minimum wage and overtime provisions. The latter firms paid \$8,478.47 in back wages to 210 of their employees who previously had been underpaid according to the standards set up by the Act.

The Supervising Inspectors in the Department of Labor offices in Greensboro, Charlotte and Asheville, who are acting as information centers about the provisions of the national Wage Stabilization program, received numerous inquiries during the month.

### Hourly Rate for Learners Raised to 35 Cents

Effective March 22, the minimum wage rate for learners in the textile industry and a group of clothing manufacturing industries was raised to 35 cents an hour by order of L. Metcalfe Walling, Administrator of the Wage and Hour and Public Contracts Divisions of the U. S. Department of Labor.

The new learner regulations amend the provisions of all previously issued

learner certificates which provided for wages below 35 cents an hour.

A further amendment provided that in establishments where workers are paid on a piece-rate basis, learners shall be paid the same piece rates that experienced workers in the same occupations are paid.

The following types of manufacturing are covered by the new learner rate: hosiery industry, women's apparel industry, single pants, shirts and allied garments industry, textile industry, knitted and men's woven underwear and commercial knitting industry, knitted outerwear industry, gloves and mittens industry, and the sportswear and other odd outerwear and belts divisions of the apparel industry.

Employers who hold learner certificates in these industries have been sent a copy of the amended learner certificate. Any employer who has failed to receive the amended regulations may obtain a copy by writing to the Wage and Hour and Public Contracts Divisions offices in New York City.

### WLB Agent Cites Overtime Policy

Employees not subject to the Fair Labor Standards Act may not be paid time-and-a-half for hours over 40 per week without approval by the War Labor Board unless such payment is required by contract or the employer's past practice, it is pointed out by Mrs. Pauline W. Horton, State representative of the Wage and Hour and Public Contracts Divisions, U. S. Department of Labor, and agent for the WLB in North Carolina.

The wage-hour representative said that overtime rates may be paid, however, if they are called for by any other Federal, State, or local law.

"Salaried employees may be paid additional salary for hours over 40 without WLB approval only at straight time proportionate to additional hours," Mrs. Horton said. "Payment of premium for additional hours is subject to WLB approval unless required by contract, past practice of the employer, or by any federal, State, or local statute."

Mrs. Horton's statement came as a result of inquiries concerning payment of overtime rates in the industries recently ordered by the War Manpower Commission to adopt a 48-hour week.

### ABSENTEEISM

In a recent radio address, L. Metcalfe Walling, Administrator of the Wage and Hour and Public Contracts Divisions of the U. S. Department of Labor, urged that the problem of absenteeism be met by more adequate community action to meet the needs of war workers.

Walling said that absenteeism "thrives on poor housing, flourishes where transportation facilities are inadequate and frequently results from poor personnel policies." He suggested that stores in cities with a large percentage of war workers adjust

## THE Veterans' Service Division

—FRANK M. SASSER, Service Officer—

February, 1943

Letters Written .....	303
Folders Reviewed .....	282
Examinations Secured .....	24
Hospitalizations .....	14
Personal Interviews .....	319
Appearances Before Rating Board...	197
New Cases .....	364
Old Cases .....	404
Total Cases .....	768
Pensions .....	22
Compensations .....	21
Increased Benefits .....	\$1,569.60
Back Benefits .....	3,282.94
Insurance Benefits .....	2,175.00

their hours of operation to the needs of the workers, opening at noon and remaining open at night every weekday and during the day on Sunday where necessary.

Walling said that the overtime provision of the Fair Labor Standards Act is operating as an effective force in keeping down absenteeism in industry. This is because time and one-half pay "rewards extra well the worker who stays on the job and penalizes extra severely the worker who stays away from the job," he said.

### Service for War Veterans

Though the activities of the Veterans' Service Division of the Department of Labor do not frequently attract widespread public attention, they nevertheless continue as a valuable service to thousands of veterans and veterans' families throughout the State. Month by month, these veterans of past wars and their families are assisted in obtaining the hospitalization and compensation to which they are entitled under the laws enacted to protect them.

No one can predict in advance how great the casualties resulting from the present war will prove to be. However, the experience of the nations which hitherto have done most of the fighting are illuminating in this respect, and our own leaders have warned us repeatedly to expect casualties such as the nation has never before experienced before final victory is achieved.

When this war is over, the Veterans' Service Division will be of greater value than ever before to countless veterans and families who are now giving so much in the fight for liberty and security. It is to be expected that the functions and services of this Division will have to undergo great expansion during the next two or three years in order to cope with the problems which will be created by casualties in battles yet to be fought.

Meanwhile, the Division, with its State office located in Fayetteville, continues to operate on a skeleton staff and to render prompt and useful service to all applicants who have legitimate claims.



# February Building Permits

Prepared by Statistical Division

## Goldsboro Leads Cities in Building Construction

Goldsboro led the 26 North Carolina cities of more than 10,000 population in February with an estimated cost of construction of \$68,802. Total expenditure of all the cities was \$287,474. This included \$81,075 for residential, \$46,027 for non-residential, and \$160,372 for additions, alterations, and repairs.

There was a decrease of 23.8 per cent in the number of permits as compared with the same month last year, and a decrease of 76.4 in estimated cost. There was an increase, however, of 6.1 percent from the preceding month in number of permits, with a decrease of 43.4 in estimated cost.

A total of 294 permits were issued.

## Towns Spend \$58,448

Twenty-four North Carolina towns of less than 10,000 population reported building permits issued during February for construction estimated to cost \$58,448. Of this amount \$48,500 was for residential building, \$2,400 for non-residential and \$7,548 for additions, alterations, and repairs.

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES, FEBRUARY, 1942, AND FEBRUARY, 1943

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	February 1942	February 1943	Percentage Change	February 1942	February 1943	Percentage Change
Total	386	294	-23.8	\$1,208,474	\$284,474	-76.4
Residential buildings	150	31	-79.3	614,020	81,075	-86.7
Non-residential buildings	49	35	-28.5	396,924	46,027	-88.4
Additions, alterations, and repairs	187	228	+21.9	197,335	160,372	-18.7

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES, JANUARY, 1943, AND FEBRUARY, 1943

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	January 1943	February 1943	Percentage Change	January 1943	February 1943	Percentage Change
Total	277	294	+ 6.1	\$508,681	\$287,474	-43.4
Residential buildings	39	31	-20.5	121,015	81,075	-33.0
Non-residential buildings	27	35	+29.6	304,930	46,027	-84.9
Additions, alterations, and repairs	211	228	+ 8.0	82,736	160,372	+93.8

## SUMMARY OF FEB., 1943, BUILDING CONSTRUCTION WORK IN 26 PRINCIPAL CITIES OF NORTH CAROLINA Total of February, 1942, Included for Comparison

CITY	No of Build-ings	Private Construc-tion	NEW RESIDENTIAL BUILDINGS				NEW NON-RESIDENTIAL BUILDINGS		ADDITIONS, ALTERA-TION, AND REPAIRS		ESTIMATED COST OF ALL CONSTRUCTION WORK	
			ESTIMATED COST		NO. FAMILIES		February 1942	February 1943	February 1942	February 1943	February 1942	February 1943
			February 1942	February 1943	February 1942	February 1943						
Total	31	\$81,075	\$614,020	\$81,075	172	31	\$396,924	\$46,027	\$197,335	\$160,372	\$1,208,279	\$287,474
Asheville							6,900	200	7,545	2,746	14,445	2,946
Burlington			10,000		3		1,000		1,500		12,500	
Charlotte			41,100		14		10,115	3,550	42,750	26,711	93,965	30,261
Concord			6,000		2				2,450	500	8,450	500
Durham			115,665		32		23,600		15,775	6,943	155,040	6,943
Elizabeth City			9,700		5						9,700	
Fayetteville	2	400	33,500	400	19	2	25,000		9,935	894	68,435	1,294
Gastonia			4,000		3		2,150		8,000	500	14,150	500
Goldsboro	20	60,000	9,000	60,000	4	20	5,300	7,552		1,250	14,300	68,802
Greensboro			25,450		5		11,470	135	32,178	20,154	69,098	20,289
Greenville								150	1,425		1,425	150
Hickory								1,500		250		1,750
High Point	1	175	29,650	175	12	1	1,165	1,340	15,394	6,062	46,209	7,577
Kinston							39,000		1,600		40,600	
Lexington	1	3,000	8,900	3,000	5	1	100	515	4,550	1,400	13,550	4,915
New Bern			10,000		3		1,100	1,000	18,600	1,550	29,700	2,550
Raleigh			114,400		31		117,500		5,275	260	237,175	260
Reidsville			13,025		6			500			13,025	500
Rocky Mount			14,550		5		2,000	500		475	16,550	975
Salisbury			6,550		3			390	3,930	10,750	10,480	11,140
Shelby			3,500		1		4,350			678	7,850	678
Statesville												
Thomasville			8,300		2			125		100	8,300	225
Wilmington	7	17,500	21,720	17,500	4	7	36,900	28,420	13,949	14,609	72,569	60,529
Wilson			20,000		2		3,000	150		375	23,000	525
Winston-Salem			109,010		11		106,274		12,479	64,165	227,763	64,165

Sanford led the towns, reporting an expenditure of \$45,000. Mount Airy was second with \$4,338 and Belmont third with a total of \$3,000.

The towns reporting were Asheville, Bessemer City, Belmont, Dunn, Graham, Edenton, Forest City, Hamlet, Hendersonville, Kings Mountain, Lenoir, Lincolnton, Lumberton, Mooresville, Morehead City, Morganton, Mount Airy, North Wilkesboro, Roanoke Rapids, Sanford, Southern Pines, Spencer, Spindale, and Washington.

## Commissioner Addresses North Wilkesboro Kiwanians

(Continued from page 1)

cidents and absenteeism and their relation to the war program.

In closing, the Commissioner stressed the need of confidence and cooperation between employer and employee, urging that both groups strive to know each other better and to cooperate for greater production.

## More Learners May Now Be Employed

(Continued from page 1)

these are middle aged women who are returning to industry, an increasing number are young workers below ages previously employed, and some are Negro workers who were not previously employed in industrial occupations."

Commissioner Shuford said that if an employer can show an actual need for a greater number of learners than he was allowed under previous limitations, certificates allowing him to employ additional learners at the newly-established 35-cents an hour minimum learner rate may be granted by the Wage and Hour and Public Contracts Divisions.

## Type of February Building Construction in 26 Reporting Cities

TYPE OF BUILDING	Buildings for Which Permits were Issued	
	No.	Cost
Residential Buildings:		
One-family dwellings	31	\$ 81,075
Non-Residential Buildings:		
Churches	3	2,950
Factories, bakeries, ice plants, laundries, and other workshops	3	2,950
Garages, Private (when separate from dwelling)	8	965
Institutions	2	28,200
Schools	1	300
Sheds, poultry houses, contractors' temporary offices, etc.	13	1,870
Stores and other mercantile buildings	1	200
All other	4	8,542
Total	35	\$ 46,027
Additions, Alterations, and Repairs:		
On residential buildings:		
Housekeeping dwellings	148	34,743
Non-housekeeping dwellings	22	5,722
On non-residential buildings	58	119,907
Total	228	\$160,372



# NORTH CAROLINA

# Labor and Industry

Monthly Bulletin of the Department of Labor, Forrest H. Shuford, Commissioner

Vol. X

RALEIGH, N. C., MAY, 1943

No. 5

## Commissioner Shuford Talks to Parent-Teacher Congress

### Cites Need for Protecting Children

"Demands for wholesale abandonment of our child labor standards are based upon a short-sighted view and our situation is not so desperate as to warrant such relaxation," Commissioner Shuford told the North Carolina Congress of Parents and Teachers which met in Charlotte during April.

Commissioner Shuford said that "abundant opportunities" for the employment of children under 18 years of age exist within the framework of our present child labor laws, and that unwarranted relaxation of these standards would lead to harmful results in the rising generation.

"Despite the cries which we sometimes hear of the need for the promiscuous employment of children on account of the shortage of manpower, we should not impose upon our adolescent children hours of work or types of employment which will cause mental, moral or physical deterioration unless and until our adult manpower and womanpower is completely exhausted and the life of the nation is dependent upon this sacrifice."

"It is our sacred responsibility—yours and mine—in this great crisis in our nation's life, to see that our children are not exploited, but are allowed to develop strong bodies and minds in order that our post-war civilization may continue to move forward," the Commissioner declared.

## Many Children Certified For Work During March

### Report Shows Large Increase Over February

A total of 3,610 work permits were issued to children under 18 years of age during March.

The March report shows a decided increase over the 2,798 permits issued to children during February.

In the 16 and 17 age group, a total of 2,082 boys went to work during the month, most of them in manufacturing industries. Girls in this age group accounted for 1,063 more of the permits issued.

Manufacturing industries absorbed 2,401 of the children 16 and 17 years of age; non-manufacturing industries, 733; construction work, 11.

Among the 434 children 14 and 15 years old who were certified, 272 were boys and 162 were girls.

## INSPECTORS PROMOTE SAFETY PROGRAM

### Inspections Secure Safe Working Conditions for War Workers

Increasing emphasis upon safe industrial working conditions is the keynote of the wartime inspection activities of the Department of Labor.

Since both accidents and absenteeism are major causes of loss of time in vital war production, a planned campaign to eliminate the causes of accidents and to put an end to unnecessary absences from the production line is urgently needed.

An important part of the campaign in our State to eliminate accidents in

industry is the safety inspection program of the Department of Labor. In the normal course of their duties, Department inspectors make investigations for the purpose of securing compliance with the minimum wage, overtime, child labor, record keeping and other provisions of the Wage and Hour Law; the child labor and maximum hour provisions of the State Labor Law; and the various health and safety requirements of the State Law. In addition to this work, the Department of Labor last fall assumed full responsibility for inspecting plants covered by the Walsh-Healey Public Contracts Act with regard to the health and safety provisions of that Act.

Just to give readers of this bulletin an idea of the scope of these safety and health inspections, here are some of the items which an inspector checks when making an inspection in the average factory: Guards on machinery and other working equipment; fire hazards and fire prevention equipment; toilets, drinking water and washing facilities; condition of floors; storing of supplies and materials; humidity and ventilation, lighting and heating equipment; machinery and aisle spacing; safety in working tools; elevators; boilers; condition of stairways; first-aid equipment; floor openings; placing of steam pipes. These are just a few of the things which can cause a plant to have a high or a low accident rate.

Another important safety feature at present is that of developing individual safety programs in each plant. These programs, though not required by law, are being adopted by many of the more progressive industrial establishments throughout the State. Usually, the program in a particular plant is in the hands of a selected competent person who arranges for meetings with the working personnel, gives instruction on how to operate machinery in the safest manner, and generally makes it his business to see that safe working conditions prevail throughout the plant. The little time and money required to develop a safety program of this nature will be amply repaid in a reduction of the ac-

(Continued on page 3, col. 3)

## "E" Award Winners

The following North Carolina firms have been given the Army-Navy "E" Award for excellence in war production:

Revolution, White Oak, Proximity, and Proximity Print Works mills in the Greensboro area.

Goode Construction Corporation, Charlotte.

Blythe Brothers Co., Charlotte.

Harrison-Wright Co., Charlotte.

Barnhardt Manufacturing Co., Charlotte.

## Governor Praises Tar Heel Labor in "E" Award Ceremonies at New River Marine Base

More than 2,000 persons attended the presentation of the Army-Navy "E" Award to the three Charlotte construction companies listed above for excellence in production of Marine barracks at Camp Lejeune.

Governor Broughton declared that the award presentation was the most interesting and significant so far in the recent history of eastern North Carolina, and said that the employees should take great pride in the "E" flag.

"When the record of the war is written, both white and colored labor in North Carolina will have a proud part, and I want to pay tribute to this grand job, worthy of the best traditions of this State," the Governor said.

"In two years in this State more than 900,000 persons have been engaged in industries essential to the war effort, and not one hour's time has been lost by controversy or strike. It is a remarkable demonstration of patriotism, love of work and love of country."



# NORTH CAROLINA LABOR and INDUSTRY

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Commissioner of Labor

MINNIE S. GOSNEY, Editor

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## Absenteeism

Various reasons have been advanced to explain why some of our soldiers of production are frequently AWOL from the workbench and assembly lines at a time when their wholehearted effort should be devoted to the production of war materials.

Without indulging in the emotional gymnastics so prevalent in some sections of the press, let us examine some of the most frequently cited causes of absenteeism and try to determine what can be done to remove them.

At the outset, the problem looks as if it were largely one of morale. This is because while we are fighting a total war in words and slogans, we are not really fighting a total war at all in the sense that our enemies are. Most of us fail to realize that our national existence is literally at stake, and this failure results in our not putting our very best into the war effort. Aside from purely military operations, a great many of us continue to live pretty much as if there were no war going on.

There is no doubt that a certain percentage of absenteeism can be traced to such legitimate causes as illness, injuries received while working, sickness and death in the worker's immediate family, and like reasons. Industrial accidents can be greatly lessened through proper plant safety programs and through more thorough training of new and inexperienced workers. There is little that can be done to eliminate the other legitimate reasons for absenteeism cited above.

Other important causes of absenteeism include the following: excessively long working hours which cause accumulated fatigue; wages much higher than those to which the worker is accustomed; improper planning of production on the part of management; incompetent supervision; poor working conditions; poor housing; inadequate transportation; personal and domestic problems arising from rationing difficulties and uncertainty over one's draft status; and "hangovers" due to excessive nocturnal celebration.

With regard to unduly long working hours, there is no doubt but that whenever possible the best production results will be obtained by adjusting the workweek in accordance with the strenuousness of the job. Experience has shown that excessively long working hours maintained over a protracted period of time result in accumulated fatigue, lowered efficiency, and an urgent desire in the worker to take a

## Employment and Payrolls for North Carolina

Prepared by Statistical Division

Due to the new arrangement between the North Carolina Department of Labor and the Bureau of Labor Statistics, we have been able to increase the coverage of the statistical sample for North Carolina Employment and Payroll.

Your cooperation in supplying current information each month is earnestly desired and will be much appreciated. If your name is not on our mailing list, we shall be glad to add it in order that we might receive your employment data.

### Employment, Payrolls, and Earnings In All Manufacturing and Non-Manufacturing Industries FEBRUARY - MARCH, 1943

INDUSTRIES	No. Firms Reporting	EMPLOYMENT			PAYROLLS			AVERAGE WEEKLY EARNINGS			AVERAGE HOURS PER WEEK PER MAN			AVERAGE HOURLY EARNINGS		
		Number Feb., 1943 March, 1943	% Change Over Month		Amount Feb., 1943 March, 1943	% Change Over Month		Amount Feb., 1943 March, 1943	% Change Over Month		Amount Feb., 1943 March, 1943	% Change Over Month		Am't Cts. Feb., 1943 March, 1943	% Change Over Month	
<b>Manufacturing Total.....</b>	919	225,442	+ .1		\$5,277,781	+ 1.1		\$23.41	+ 1.0		40.4	+ .7		57.9	+ .5	
Brick, Tile, Terra Cotta.....	12	605	- 4.5		11,772	+ 7.3		19.45	+12.4		39.9	+ 7.5		48.6	+ 4.2	
Cotton Goods.....	276	120,009	- .3		2,742,290	+ .5		22.85	+ .8		40.5	+ .2		56.3	+ .5	
Cottonseed—Oil.....	8	364	- 6.6		6,714	- 1.7		18.44	+ 5.1		45.0	+ .8		40.9	+ 4.0	
Dyeing & Finishing.....	17	4,445	+ .8		103,398	+ .8		23.26	Nochg.		40.5	- .7		57.0	+ .5	
Fertilizer.....	38	2,604	+ 20.5		52,246	+ 20.5		20.06	Nochg.		41.1	- .4		48.7	+ .4	
Furniture.....	64	13,513	- 1.0		291,899	+ .8		21.60	+ 1.9		41.1	+ 1.7		52.5	+ .3	
Hosiery—F F.....	56	13,202	- 1.0		363,860	+ 2.3		27.56	+ 3.4		39.2	+ 2.8		70.2	+ .5	
Hosiery—Seamless.....	112	16,557	- 1.4		331,824	+ .1		20.04	+ 1.6		37.1	+ 1.0		54.0	+ .7	
Knit Goods—Flat.....	10	5,332	+ 1.1		112,671	- 4.8		21.13	- 5.9		40.4	- 5.3		52.1	- .7	
Lumber (Including Planing Mills).....	59	4,997	+ 2.9		101,895	+ 8.2		20.39	+ 5.2		42.7	+ 3.6		47.6	+ 1.4	
Paper Boxes (Corrugated, Folded & Set-Up).....	17	957	- 5.7		18,507	- 5.8		19.33	- .1		39.4	- 2.2		49.0	+ 2.0	
Pulp Mills.....	4	3,388	- .9		122,888	+ 1.1		36.27	+ 2.1		44.4	+ 1.1		81.5	+ .8	
Printing & Publishing.....	24	602	- 2.4		19,588	- 1.5		32.53	- .1		39.0	+ 2.9		83.3	- 3.0	
Rayon.....	20	6,986	+ .7		176,341	+ 1.9		25.24	+ 1.2		42.3	+ .7		59.5	+ .3	
Tobacco Products (Snuff, Cigarettes, & Chewing Tob.).....	8	11,093	+ .4		293,002	+ 1.1		26.41	+ .7		38.0	+ .7		69.4	- .1	
Woolen Mills.....	5	3,642	+ 3.8		91,925	+ 3.9		25.24	+ .1		41.4	- .4		60.8	+ .4	
Other Industries.....	189	17,146	+ 2.2		436,961	+ 3.2		25.48	+ .9		41.6	- .2		61.1	+ .9	
<b>Non-Manufacturing Total</b>	440	9,007	No chg.		\$ 187,462	+ .7		\$20.81	+ .8		42.0	+ .7		49.5	+ .2	
Retail.....	246	4,381	No chg.		76,306	+ 1.9		17.41	+ 1.9		39.7	+ 1.0		43.8	+ .9	
Wholesale.....	102	1,606	+ 1.1		54,850	- .2		34.15	- 1.3		43.2	- .9		79.0	- .3	
Laundries, Dyeing & Cleaning.....	22	833	- .8		12,760	+ 1.4		15.31	+ .5		46.4	+ .6		32.9	- .3	
Mines & Quarries.....	32	941	- 2.6		18,178	+ .7		19.31	+ 3.5		41.2	+ 7.8		46.8	- 3.9	
Public Utilities.....	26	569	+ .3		16,876	- 1.6		29.65	- 1.9		42.6	- 7.1		69.6	+ 5.7	
Hotels.....	12	677	- 1.1		8,492	+ .4		12.54	+ 1.6		49.4	+ 1.6		25.3	No chg	
Insurance & Brokerage.....	No hours reported															
Other Lines of Trade.....	Insufficient data at time of release															
<b>Total—All Manufacturing &amp; Non-Manufacturing</b>	1,359	234,449	No chg.		\$5,465,243	+ 1.1		\$23.31	+ 1.0		40.4	+ .4		57.6	+ .5	

few days off for the purpose of recovery.

It is true that wages in some war industries may be regarded as excessively high compared with their previous levels. There is little chance of such wages being adjusted downward. However, the national wage stabilization program should at least prevent these wages from soaring any higher. Inflationary prices have tended to absorb a great part of these high wages. Workers who find a surplus amount of money left in their pockets after deduction of living expenses and payment of debts are urged to put these excess earnings into war bonds.

Improper planning of production and difficulties which management has in securing certain vital materials is undoubtedly one important reason for absenteeism. The lack of one strategic material can result in the idleness of hundreds of employees. In view of the large number of technically trained managers and supervisors in American industry, there would seem to be little excuse for incompetent supervision, except in areas so congested by war production that there is a shortage of both brains and brawn. As for poor working conditions, it is true that priorities and labor shortages make extensive plant

improvements very difficult at the present time.

Poor housing and overburdened transportation systems are very real and undeniable causes of much absenteeism. We may assume that the government is doing its best to provide adequate housing in congested war production areas and that transit companies are making the best use of the limited materials which they have at hand. The production crisis will probably be over with before there is any chance for the housing and transit problems to reach a complete solution.

Another factor frequently cited is the difficulty of obtaining domestic necessities for homes which are far removed from commercial centers. It has been suggested that retail and service establishments in war areas adjust their working hours to those of the community so that the families of war workers will have a better chance of obtaining necessities after working hours. It would seem to be a great help if some stores could remain open until 8 or 9 o'clock at night for the benefit of those workers whose working schedules do not permit them to do their buying during the regular hours.

(Continued on page 3, col. 2)



## DIVISION OF STANDARDS AND INSPECTIONS

### State Inspections

A total of 356 manufacturing, commercial, service and mining establishments were inspected for compliance with the North Carolina Labor Laws and rules and regulations during March. These establishments employed 11,674 workers.

A total of 499 violations of the laws, rules and regulations were reported as follows:

Hour Law .....	15
Time Records .....	11
Child Labor .....	369
Sanitation .....	17
Drinking Water Facilities .....	1
Safety Code Violations .....	18
Other Violations .....	68

Among the establishments inspected during March and in previous months, a total of 513 in which violations had been found were brought into compliance during the month. Mercantile establishments still had the largest percentage of violations, while in most instances the numerous infractions of the Child Labor were the result of failure of employers to secure work permits for children employed by them.

There were no prosecutions or special investigations during March.

### Wage-Hour Inspections

A total of 370 inspection cases were closed under the provisions of the Federal Wage and Hour Law in North Carolina during March.

Among the commercial and manufacturing firms inspected, a total of 353 were found to be engaged in interstate commerce or the production of goods for interstate commerce, and hence were covered by the Fair Labor Standards Act. Of these, 186 were in full compliance and 167 were violating one or more provisions of the wage-hour statute. Ninety-six establishments were failing to keep the employee and payroll records which the law requires and 71 were violating the basic minimum wage and overtime provisions of the Act. The latter firms, along with some others found in violation during previous months, paid \$27,724.09 in back wages to 774 of their employees who previously had been illegally underpaid according to the standards set up in the Act.

Numerous inquiries concerning the national wage stabilization program were received during the month by the Supervising Inspectors of the offices in Greensboro, Charlotte and Asheville. These offices are acting as information centers on wage stabilization problems.

### Firms Covered By Walsh-Healey Act Must Keep Accident Records

Beginning May 1, all establishments covered by the provisions of the Walsh-Healey Public Contracts Act have been directed to keep records of injury frequency rates.

The new regulations are part of a widespread government-sponsored effort to cut down on the industrial accidents which cause much loss of pro-

duction vital to the war effort. The regulations were issued by Secretary of Labor Frances Perkins.

Records of injury frequency rates must be calculated on a quarterly basis commencing the first of January each year.

The injury frequency rate required to be kept by the regulations means: "the number of disabling injuries to all employees per 1,000,000 manhours of exposure, obtained by multiplying the total number of disabling injuries by 1,000,000 and dividing that sum by the total manhours of exposure."

A "disabling injury" is defined as one which causes disability to any employee extending beyond the day or shift during which the injury occurred. "Total manhours of exposure" is the total number of hours actually worked by all employees during a quarterly period. The regulations cover all employees of an establishment, including protection, maintenance, transportation, clerical, office and sales forces.

The records must be kept on file for at least four years after the date of entry in order that they may be checked by inspectors.

Inspections under the safety and health provisions of the Walsh-Healey Act in North Carolina are made by the inspectors of the State Department of Labor under a cooperative agreement with the United States Department of Labor.

### Industry Committees Appointed

Industry committees were appointed under the Wage and Hour Law for the Vegetable Fats and Oils Industry and the Cottonseed and Peanut Crushing Industry during April. The committees were appointed by L. Metcalfe Walling, Administrator of the Wage and Hour and Public Contracts Divisions of the U. S. Department of Labor.

Richard Lester, Duke University economist, was appointed to serve as public representative upon both committees. Since the industries are of considerable importance in the South, a large number of Southerners were appointed to serve on each.

The cottonseed and peanut crushing industry committee was scheduled to meet on April 26; the vegetable fats and oils committee on April 30.

Both committees are directed under the Fair Labor Standards Act to study economic and competitive conditions in the industries represented and to recommend to the wage-hour administrator the highest minimum wage rate not in excess of 40 cents an hour which will not substantially curtail employment in the industries.

### Absenteeism

(Continued from page 2)

It is unquestionably true that much absenteeism, slackness on the job, and poor morale may be traced to the worker's uncertainty over his draft status. The barrage of conflicting statements with which the worker has been bombarded through press and radio have certainly done little to contribute to his morale and mental stability. The reason for this apparently

## THE Veterans' Service Division

—FRANK M. SASSER, Service Officer—

March, 1943

Letters Written .....	291
Folders Reviewed .....	270
Examinations Secured .....	45
Hospitalizations .....	25
Personal Interviews .....	267
Appearances Before Rating Board .....	173
New Cases .....	364
Old Cases .....	373
Total Cases .....	737
Pensions .....	15
Compensations .....	17
Increased Benefits .....	\$1,821.25
Back Benefits .....	7,290.65
Insurance Benefits .....	

is that draft estimates have constantly been revised, and there has been no overall program for the allocation of manpower. The remedy for this situation lies in the hands of the duly constituted authorities.

Finally comes that stock-in-trade excuse for absenteeism which was blamed in time of peace long before the emergency existed—that of excessive drinking. Though it is true that the increased earnings of many workers permit them to imbibe more freely than ever before, drinking is really only a secondary cause of absenteeism. Investigation has revealed that a considerable amount of drunkenness occurs not because it is pleasant to get drunk, but rather because of fatigue, discontent, and real or imagined illness. The matter of curbing one's appetite for intoxicants continues now, as in all other times, to be a matter of personal discipline.

Every worker should remember, regardless of how far he may be from the battlefield, that he is in the midst of a struggle for existence, and that upon his output the whole result may depend. He should consider it his personal duty to put everything he has into his job, if that job is important to winning the war, even at the cost of personal inconvenience and sacrifice. He should remember that he as a working man has the same thing to gain or to lose as every other member of the national community—his personal freedom and the right to the liberty and pursuit of happiness.

### Inspectors Promote Safety Program

(Continued from page 1)

cident rate and increased production.

The hiring of many new and inexperienced workers in our industries, including large numbers of women and minors between 16 and 18 years of age, makes even more imperative the need for an adequate safety program in every industrial plant. Protection of these untrained workers from industrial hazards depends not only upon safe conditions within the plant but also upon the manner in which they are trained. If they receive expert instruction upon the safe, correct methods for operating machines while learning their new jobs, they will be much less likely to lose time because of injuries after they become regular workers.



# March Building Permits

Prepared by Statistical Division

## Wilmington Leads Cities in Building Construction

The estimated cost of building construction in the 26 largest North Carolina cities during March was 39.0 per cent below that of March 1942 and 190.4 per cent above that of February 1943.

Last year during the month of March a total of 749 permits were issued and only 371 this year. However, March of 1943 led February 371 to 294.

The total amount spent for construction was \$835,092. Of this amount \$104,699 was for residential building, \$568,903 for non-residential, and \$161,490 for additions, alterations, and repairs.

Wilmington led the cities. Durham was second and High Point third.

## Mooresville Leads Towns

The 21 reporting towns with populations of less than 10,000 reported an estimated expenditure of \$10,399 on building construction during March. Of this sum, \$200 was for residential building, \$1,650 was for non-residential building, and \$8,548 on additions, alterations, and repairs.

Mooresville led the reporting towns with an expenditure of \$2,424. Ashe-

boro was second and Edenton third.

The towns that reported were Asheville, Bessemer City, Belmont, Cherryville, Dunn, Edenton, Forest City, Hamlet, Hendersonville, Kings Mountain, Lenoir, Lincolnton, Lumberton, Mooresville, Morehead City, Mount Airy, North Wilkesboro, Roanoke Rapids, Rockingham, Southern Pines and Spindale.

## New Ruling on Increases

Proposed wage and salary adjustments which involve only inter-plant inequalities and which cannot be decided on the basis of the Little Steel or substandards of living formulas will be denied by the War Labor Board, it was pointed out recently by Mrs. Pauline W. Horton, State Wage-Hour and WLB agent.

Mrs. Horton said she has been informed that approximately 10,000 out of 17,000 requests for approval of voluntary increases in wage or salary rates now pending before the regional and national boards will be denied under this ruling, which was made necessary by the President's "Hold the Line" order of April 8. Meanwhile, the wage-hour office here has received instructions to issue no further jurisdictional rulings on cases which fall

under General Orders No. 5, 6, 9, and 16, she stated.

The Regional Board for the Southeastern Region has been instructed, along with other regional boards, to make recommendations to the national board concerning the proper application of the "substandards of living" provision. Public hearings for the purpose of gathering data upon which to base an adequate "living wage" formula are being planned for this region, Mrs. Horton said.

Meanwhile, in order to eliminate wasted time and effort, Mrs. Horton has suggested that persons applying for approval of wage or salary increases study carefully the President's executive order of April 8 before submitting applications to the Wage-Hour office here.

## Type of March Building Construction in 26 Reporting Cities

TYPE OF BUILDING	Buildings for Which Permits were Issued	
	No.	Cost
<i>Residential Buildings:</i>		
One-family dwellings.....	37	\$104,699
<i>Non-Residential Buildings:</i>		
Amusement and recreational places.....	1	39,967
Churches.....	1	200
Factories, bakeries, ice plants, laundries, and other workshops.....	2	3,400
Garages, public.....	1	200
Garages, private (when separate from dwelling).....	14	2,025
Office buildings, including banks.....	2	14,500
Public works & utilities.....	1	477,611
Sheds, poultry houses, contractors' temporary offices, etc.....	10	1,525
Stables and barns.....	2	125
Stores and other mercantile buildings.....	1	8,500
All other.....	25	20,850
<b>Total.....</b>	<b>60</b>	<b>\$568,903</b>
<i>Additions, Alterations, and Repairs</i>		
<i>On Residential Buildings:</i>		
Housekeeping dwellings.....	173	55,684
Non-housekeeping dwellings.....	17	3,648
<i>On non-residential bldgs.....</i>	<i>84</i>	<i>102,158</i>
<b>Total.....</b>	<b>274</b>	<b>\$161,490</b>

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES, MARCH, 1942, AND MARCH, 1943

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	March 1942	March 1943	Percentage Change	March 1942	March 1943	Percentage Change
Total.....	749	371	-50.4	\$1,370,890	\$835,092	-39.0
Residential buildings.....	268	37	-86.1	814,495	104,699	-87.1
Non-residential buildings.....	57	60	+5.2	245,145	568,903	+131.9
Additions, alterations, and repairs.....	384	274	-28.6	311,250	161,490	-48.1

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES, FEBRUARY, 1943, AND MARCH, 1943

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	February 1943	March 1943	Percentage Change	February 1943	March 1943	Percentage Change
Total.....	294	371	+26.1	\$287,474	\$835,092	+190.4
Residential buildings.....	31	37	+19.3	81,075	104,699	+29.1
Non-residential buildings.....	35	60	+71.4	46,027	568,903	+1136.0
Additions, alterations, and repairs.....	228	274	+20.1	160,372	161,490	+0.6

## SUMMARY OF MARCH, 1943, BUILDING CONSTRUCTION WORK IN 26 PRINCIPAL CITIES OF NORTH CAROLINA

Total of March, 1942, Included for Comparison

CITY	No of Buildings	Private Construction	NEW RESIDENTIAL BUILDINGS				NEW NON-RESIDENTIAL BUILDINGS		ADDITIONS, ALTERATION, AND REPAIRS		ESTIMATED COST OF ALL CONSTRUCTION WORK	
			ESTIMATED COST		NO. FAMILIES							
			March 1942	March 1943	March 1942	March 1943	March 1942	March 1943	March 1942	March 1943	March 1942	March 1943
Total.....	37	\$104,699	\$814,495	\$104,699	268	37	\$245,245	\$568,903	\$311,250	\$161,490	\$1,370,990	\$835,092
Asheville.....			7,500		1		3,650	8,675	7,723	4,242	18,873	12,917
Burlington.....			2,000		1		15,360		10,000		27,360	
Charlotte.....	1	1,000	101,300	1,000	27	1	7,350	3,340	78,588	6,748	187,238	11,088
Concord.....			1,700		1				3,855	2,647	5,555	2,647
Durham.....	34	102,000	170,300	102,000	53	34	6,600		4,115	5,915	181,015	107,915
Elizabeth City.....			4,475		2		1,290		575		6,340	
Fayetteville.....	1	199	142,050	199	53	1	42,470	17,000	18,775	6,779	203,295	23,978
Gastonia.....			63,464		12		3,000	400		700	66,464	1,100
Goldsboro.....			11,000		6		6,000	40,467		550	17,000	41,017
Greensboro.....			35,700		15		118,220	300	18,689	9,921	172,609	10,221
Greenville.....			12,950		4		3,000			325	15,950	325
Hickory.....			24,000		8		1,600	100		170	26,400	270
High Point.....			14,850		5		3,050	2,800	62,581	49,166	80,481	51,966
Kinston.....			19,100		8		9,725		1,500		30,325	
Lexington.....			10,800		8		50		7,050	2,799	17,900	2,799
New Bern.....									1,850	100	1,850	100
Raleigh.....			79,800		17			800	10,100	13,450	89,900	14,250
Reidsville.....			8,300		3		1,200		1,000	400	10,500	400
Rocky Mount.....			6,500		4		10,100	960	3,925	880	20,525	1,840
Salisbury.....			12,500		4		1,100	2,000	13,840	2,025	27,440	4,025
Shelby.....			5,150		7		40	200	6,100	2,120	11,290	2,320
Statesville.....			5,500		3						5,500	
Thomasville.....												
Wilmington.....	1	1,500	6,603	1,500	5	1	10,200	477,611	22,228	31,378	39,031	510,489
Wilson.....			2,600		1			250		4,700	2,600	4,950
Winston-Salem.....			66,353		20		1,240	14,000	37,956	16,475	105,549	30,475



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## NORTH CAROLINA

# Labor and Industry

Monthly Bulletin of the Department of Labor, Forrest H. Shuford, Commissioner

Vol. X

RALEIGH, N. C., JUNE, 1943

No. 6

### New Bill of Rights Proposed

A "new Bill of Rights" for post-war America has been proposed by the National Resources Planning Board. It is intended to supplement the Bill of Rights which is already in the Constitution. Chief provisions:

1. The right to work, usefully and creatively, through the productive years.
2. The right to fair play, adequate to command the necessities and amenities of life in exchange for work, ideas, thrift, and other socially valuable services.
3. The right to adequate food, clothing, shelter, and medical care.
4. The right to security, with freedom from fear of old age, want, dependency, sickness, unemployment, and accident.
5. The right to live in a system of free enterprise, free from compulsory labor, irresponsible private power, arbitrary public authority, and unregulated monopolies.
6. The right to come and go, to speak or be silent, free from the spyings of secret political police.
7. The right to equality before the law, with equal access to justice in fact.
8. The right to education, for work, for citizenship, and for personal growth and happiness.
9. The right to rest, recreation, and adventure, the opportunity to enjoy life and take part in an advancing civilization.

### Hearing for Two Industries Slated

A public hearing will be held at the United States Department of Labor building in Washington, D. C., on June 2 to determine whether committee recommendations of a 40-cent minimum hourly wage in the cottonseed and peanut crushing industry and in the vegetable fats and oils industry should be adopted.

This was announced by L. Metcalfe Walling, Administrator of the Wage-Hour and Public Contracts Divisions of the U. S. Department of Labor. Mr. Walling said that committees for the two industries have recommended a 40-cent minimum.

The hearing will be presided over by Mr. Walling, or by one of his authorized representatives, who will hear evidence and take testimony either supporting or opposing the proposed wage increases.

### COMMISSIONER EXPLAINS WAR PROCLAMATION

In order to make clear the provisions of "North Carolina Emergency War Powers Proclamation Number I," which permits certain limited relaxations in State requirements governing hours of work, Commissioner Shuford has issued the following statement:

"This proclamation does five things:

- (1) It permits girls between 16 and 18 years of age to work as late as 10 o'clock at night. This does not mean that girls in this age group may work longer hours than in the past, but that schedules may be adjusted so that these girls may work until 10 p. m.

#### Employment Gains 34,000

Employment in all non-agricultural industries in North Carolina showed a net gain of 34,000 during the 12-month period ending in February, according to latest figures from the Bureau of Labor Statistics.

In February 1942 there were 705,000 persons employed in non-agricultural work in the State. By February this year the number had increased to 739,000.

In manufacturing industries, the annual gain was 16,000, or nearly half of the total increase. Employment in these industries gained 2,000 during the month of February alone, increasing from 390,000 to 392,000. In February last year, the total for manufacturing industries was 376,000.

### Over 5,000 Children Certified for Work During April

An exceptionally large number of children under 18 years of age were certified for work under the provisions of the North Carolina Child Labor Law during April.

A total of 5,201 work permits were issued to minors during the month, as compared with 3,610 during March, the monthly child labor report shows. This means that there was an increase of 1,591 in the number of permits issued in April compared with March.

In the 16 and 17 age group, 4,356 children were certified. Of these, 2,835 were boys and 1,521 were girls. The largest number in this group, totaling 3,183, went to work in manufacturing industries. Non-manufacturing industries absorbed 1,173 of the minors and construction work took only 17.

Among the 782 children aged 14 and 15, there were 417 boys and 365 girls certified for work.

A total of 63 boys aged 12 and 13 went to work in news delivery service during the month.

- (2) It empowers the Commissioner of Labor to issue special permits allowing girls between 16 and 18 years of age to work in essential war services until midnight, if adequate safeguards for protection of the girls are provided.

(3) It authorizes the Commissioner to issue permits for short periods of time in an emergency situation allowing women to work more than 48 hours or more than six days a week, provided proper officials of the Army or Navy have requested that such work be permitted.

(4) It empowers the Commissioner to issue special permits for a maximum duration of six months allowing men to work more than 56 hours a week when such work is made necessary by a seasonal rush of business.

(5) It provides that overtime work resulting from additional hours effected under the proclamation should be paid for at one and one-half times the usual rate of pay.

"This proclamation should in no sense be construed as a general relaxation of the laws governing hours of work, except for the provision allowing girls between 16 and 18 to work as late as 10 o'clock at night. This change was made in order to bring the State law into conformity with the federal Walsh-Healey (Public Contracts) Act, in which a similar change had been made.

"I am heartily opposed to working young women late at night, and where possible I believe that older workers should take any shift running as late as 11 or 12 o'clock at night. Special permits for such work will be issued only when it is shown that no other labor is available and that such employment is absolutely vital to the successful prosecution of the war. Even then, permits will be issued only if adequate safeguards are provided for the protection of these young women."



# NORTH CAROLINA LABOR and INDUSTRY

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## American Labor: 1943

The position of American labor in the year 1943 may be summed up in a few words: American labor is still free. It enjoys the highest standard of living in the world, despite rationing and shortages. It possesses the right to organize, to bargain collectively with management concerning wages, hours of work and conditions of work. It is protected in these rights by laws which have become an integral part of the social structure, laws which have weathered many attacks during the past decade. It is free from tyrannical State interference.

Although American labor has not hampered the production of war materials in the present crisis by engaging in strikes, it has retained undiminished the right to strike.

Best of all, American labor is not held down by any system of caste. The worker in this country has the same opportunity, in theory, for social and economic advancement as any other member of the national community.

To balance these rights, labor in the United States has several equivalent duties. It has the duty of participating whole-heartedly in the processes of American democracy. It has the duty of lending its influence and votes to elect to public office persons of integrity, persons who believe in the democratic process and who will conduct themselves in office as servants of the people rather than as their masters. Labor has the duty of responsible citizenship; of active participation in the affairs of the community. Above all, labor has the positive duty of seeing to it that the gains which have been won for the common man through his organized efforts are not jeopardized by persons who would use the war as an excuse for rolling back the wheels of progress.

American labor is exercising its rights and performing its duties as well as any other group in the national community.

The American worker knows that the measure of freedom from want and coercion which he and his forebears have won through many decades of painful effort is at stake in this war, that these liberties hang in the balance so long as tyranny prevails in any part of the world. He knows that the right to organize, to bargain collectively, to strike, are part and parcel of the concept of liberty toward which free men all over the world are striving. He personally has as vital an interest in overthrowing the modern Caesars as have the conquered peoples

## Employment and Payrolls for North Carolina

Prepared by Statistical Division

Due to the new arrangement between the North Carolina Department of Labor and the Bureau of Labor Statistics, we have been able to increase the coverage of the statistical sample for North Carolina Employment and Payroll.

Your cooperation in supplying current information each month is earnestly desired and will be much appreciated. If your name is not on our mailing list, we shall be glad to add it in order that we might receive your employment data.

### Employment, Payrolls, and Earnings In All Manufacturing and Non-Manufacturing Industries MARCH-APRIL, 1943

INDUSTRIES	No. Firms Reporting	EMPLOYMENT		PAYROLLS		AVERAGE WEEKLY EARNINGS		AVERAGE HOURS PER WEEK PER MAN		AVERAGE HOURLY EARNINGS	
		Number March, 1943 April, 1943	% Change Over Month	Amount March, 1943 April, 1943	% Change Over Month	Amount March, 1943 April, 1943	% Change Over Month	Amount March, 1943 April, 1943	% Change Over Month	Am't Cts. March, 1943 April, 1943	% Change Over Month
<b>Manufacturing Total.....</b>	988	232,099	— .4	\$5,470,273	+ .7	\$23.56	+ 1.2	40.6	+ .4	57.9	+ .6
Brick, Tile, Terra Cotta.....	10	610	+ 5.1	11,745	+ 3.4	19.25	+ 1.6	39.6	+ 1.0	48.6	+ .4
Cotton Goods.....	299	122,574	— .4	2,819,009	+ .3	22.99	+ .7	40.8	+ .4	56.3	+ .3
Cottonseed—Oil.....	9	371	+ 11.2	7,670	+ 1.7	20.67	+ 10.7	49.4	+ 6.9	41.7	+ 3.4
Dyeing & Finishing.....	18	4,508	+ 1.1	106,431	+ 2.6	23.60	+ 1.4	41.2	+ 1.7	57.2	+ .1
Fertilizer.....	40	2,540	+ 4.6	55,368	+ 4.0	21.79	+ 9.0	43.2	+ 5.3	50.3	+ 3.4
Furniture.....	73	15,278	— .9	329,944	+ .6	21.59	+ 1.6	41.1	No chg.	52.4	+ 1.5
Hosiery—F F.....	57	13,170	+ 2.0	356,209	+ 4.5	27.04	+ 2.5	37.7	+ 3.5	71.5	+ .9
Hosiery—Seamless.....	119	17,413	+ 2.0	349,302	+ 1.2	20.05	+ .7	36.7	— .8	54.6	+ 1.8
Knit Goods—Flat.....	10	5,382	+ .9	114,554	+ 1.6	21.28	+ .7	40.8	+ .9	52.0	+ .1
Lumber (Including Planing Mills).....	62	5,110	+ 1.0	106,781	+ 1.8	20.89	+ 2.9	43.3	+ .9	48.2	+ 2.1
Paper Boxes (Corrugated, Folded & Set-Up).....	16	857	+ 7.6	18,637	+ 3.5	21.74	+ 12.1	42.9	+ 8.6	50.5	+ 3.0
Pulp Mills.....	4	3,344	+ 1.2	123,126	+ .9	36.81	+ 1.4	43.0	+ 3.1	85.4	+ 4.7
Printing & Publishing.....	27	652	+ .3	21,444	+ 2.0	32.88	+ 1.7	39.6	+ 1.2	82.8	+ .3
Rayon.....	21	7,765	+ .2	200,350	+ 1.2	25.80	+ .9	42.9	+ .7	60.1	+ .3
Tobacco Products (Snuff, Cigarettes, & Chewing Tob.).....	7	9,784	+ 2.0	266,811	+ 6.5	27.27	+ 4.4	39.3	+ 3.4	69.3	+ 1.0
Woolen Mills.....	6	3,935	+ 4.1	98,951	+ 4.9	25.14	+ .8	41.4	+ .4	60.7	+ .4
Other Industries.....	210	18,806	+ .8	483,941	+ 3.8	25.73	+ 3.0	42.1	+ 1.9	60.9	+ .9
<b>Non-Manufacturing Total</b>	462	9,194	+ 2.7	\$ 190,860	+ 2.5	\$20.75	+ .1	42.1	+ .4	49.2	+ .2
Retail.....	258	4,125	+ 6.0	72,344	+ 4.0	17.53	+ 1.9	38.3	+ 3.0	45.7	+ 1.1
Wholesale.....	109	1,711	+ 2.2	56,864	No chg.	33.23	+ 2.4	44.1	+ 3.0	75.3	+ .5
Laundries, Dyeing & Cleaning.....	23	943	+ 1.8	14,755	+ 6.0	15.64	+ 4.1	47.1	+ .8	33.1	+ 3.1
Mines & Quarries.....	29	909	+ 2.8	17,784	+ 4.0	19.56	+ 1.1	41.1	+ 2.7	47.4	+ 1.8
Public Utilities.....	26	562	+ 1.2	16,851	+ .1	29.98	+ 1.1	43.8	+ 2.8	68.3	+ 1.8
Hotels.....	17	944	+ 1.7	12,262	+ 4.0	12.98	+ 2.2	50.1	+ 1.3	25.9	+ 4.0
Insurance & Brokerage.....	No hours reported										
Other Lines of Trade.....	Insufficient data at time of release										
<b>Total—All Manufacturing &amp; Non-Manufacturing</b>	1,450	241,293	+ .3	\$5,661,133	+ .8	\$23.46	+ 1.2	40.7	+ .4	57.6	+ .6

who are awaiting their turn to rise up and smash their enslavers.

The high position which American labor has achieved through its own efforts is one of the surest guarantees of the continuance of American democracy and free enterprise on this continent. It is the firmest bulwark against the rise to power of native fascism.

We too have our fascists. They are not labeled with swastikas, nor do they seek the public eye, but they are present here, as they are in every nation. Our working people know that they are here, and they are resolved that they shall never gain the power to threaten the freedoms of labor.

American labor is resolved of two things. First, that the United Nations shall win an uncompromising victory in this war against slavery. Second, that there shall be no sell-out of democracy at the end of the war. The voice of labor will be heard as a firm, constructive force for liberty when the statesmen sit down to draw the peace and shape the world after the enemy is beaten.

Far from losing any right or duty as a result of this war, labor is engaged every hour of every day in earning a great future for itself and for America. It is building confidence

in its power and integrity by performing its duties in such a manner as to help the war effort along "full speed ahead".

If the purposes for which this war is being fought are realized, the present position of American labor will become the position of labor all over the world.

## Employment and Payrolls

There was very little change in the industrial employment and wage situation in North Carolina during April as compared with March, except for slight increases in hours of work and earnings.

Averages for April were: weekly earnings, \$23.46; hourly earnings, 57.6 cents; length of workweek, 40.7 hours. Among the 1,450 reporting establishments, employment during a sample week totaled 241,293; payrolls, \$5,661,133. Payrolls went up eight-tenths of one per cent; employment decreased three-tenths of one per cent; weekly earnings increased 1.2 per cent; hourly earnings, six-tenths of one per cent; and length of workweek, four-tenths of one per cent.

The majority of industries reported  
(Continued on page 4, col. 3)



## DIVISION OF STANDARDS AND INSPECTIONS

### State Inspections

A total of 519 manufacturing, commercial, mercantile, service and mining establishment were inspected for compliance with the North Carolina Labor Laws and rules and regulations during April. These establishments employed 10,796 workers.

A total of 881 violations of the laws, rules and regulations, were reported as follows:

Hour Law .....	30
Time Records .....	7
Child Labor .....	707
Sanitation .....	17
Drinking Water Facilities .....	3
Safety Code Violations .....	33
Other Violations .....	84

As usual, the chief offenders of the State Labor Law were mercantile establishments, while the large number of child labor violations were mostly technical in nature, consisting in failure of the employer to secure work permits for children employed by him. Immediate compliance with the law resulted from the inspections in the case of 694 violations, of which 480 represented child labor infractions.

Six special investigations were made during the month. A hardware company was investigated for working children without securing employment certificates. A garage was investigated on the same charge and for working male employees excessive hours. Three lumber companies were checked for reported violations of the Child Labor Law by working minors excessive hours. A textile mill was checked for working male employees more than 10 hours per day.

Immediate compliance was secured in all of these cases.

Three firms were prosecuted for violating the child labor law.

### Wage-Hour Inspections

A total of 317 inspection cases were closed under the provisions of the Federal Wage and Hour Law in the State during April.

Among these inspections, a total of 303 establishments were found to be covered by the law by virtue of their operations in interstate commerce. Of these, 184, or 62 per cent, were in full compliance with the law, and 119, or 38 per cent, were in violation. Ten per cent of the firms in violation were failing to pay the minimum wage of 30 cents an hour, or rates ranging from 30 to 40 cents an hour in industries for which wage orders have been established. Thirty per cent were not paying for overtime work at the rate of one and one-half times the employee's regular rate of pay; and 85 per cent were failing to keep the required employee and payroll records.

Restitution in the sum of \$7,524.35 was secured for 283 employees who had been underpaid according to the standards set up in the Wage and Hour Law. These payments were made by 32 violating establishments.

Concurrent with the wage-hour inspections, a total of 33 firms with government contracts were inspected for compliance with the Walsh-Healey (Public Contracts) Act.

### Tar Heel Women Have Big Part In Manufacturing Industries

#### Survey Shows Proportion of Women Wage Earners Steadily Increasing

Tar Heel women have rolled up their sleeves, donned working togs, and are now playing such a vital role in the manufacturing industries of the State that they bid fair to surpass the number of men wage earners if the present trend continues.

This fact is borne out in a study made by the Statistics Division of the Department of Labor.

The study, a comparative survey of the number of women in the labor force during recent years and recent months, shows that in April 1941 women comprised 32.8 per cent of the State's manufacturing force, or accounted for 106,800 out of a total of 325,500 workers. By April 1942, the percentage of women wage earners in industry had increased to 33.3 per cent, or 115,600 out of a total manufacturing force of 346,800. In October 1942 a sample survey indicated that the percentage of female wage earners had risen to 35.5 per cent of the total.

The latest studies, made during April and May, show that the percentage of women working in manufacturing plants throughout the State increased from 41.5 per cent in March to 42.7 per cent in April.

In the Piedmont area, from which 719 manufacturing plants reported during April, 44.5 per cent of all wage earners were women. This compares with 43.7 per cent in March.

The proportion of women wage earners in Mountain and Coastal manufacturing plants was much lower, being 36.9 per cent and 34.2 per cent respectively in April. However, the percentage of women wage earners in these areas shows the largest increase over the 30-day period. The Mountain area increased from 34.8 per cent in March to 36.9 per cent in April. The Coastal area increased from 31.9 per cent to 34.2.

The April study was based upon reports from 979 firms employing a total of 226,520 workers of whom 96,747 were women.

### Casualties: Military and Industrial

A report on war casualties issued by the Office of War Information on April 24 stated that the U. S. military forces had lost 12,123 dead, 15,049 wounded, and 51,063 missing or prisoners—a total of 78,235—since Pearl Harbor.

Figures from the National Safety Council show that casualties to American workers through accidents since Pearl Harbor have been 64,500 dead and 6,000,000 injured, on and off the job.

## THE Veterans' Service Division

—FRANK M. SASSER, Service Officer—

April, 1943

Letters Written .....	359
Folders Reviewed .....	302
Examinations Secured .....	31
Hospitalizations .....	18
Personal Interviews .....	267
Appearances Before Rating Board .....	205
New Cases .....	300
Old Cases .....	446
Total Cases .....	746
Pensions .....	22
Compensations .....	19
Increased Benefits .....	\$1,920.38
Back Benefits .....	4,615.07
Insurance Benefits .....	1,617.48
Total Benefits .....	\$8,152.93

### 40-Cent Minimum Hourly Wage Set

A minimum wage order calling for payment of not less than 40 cents an hour to employees in the Printing and Publishing and Allied Graphic Arts Industry will become effective on June 14.

It is estimated that some 45,000 employees of the industry throughout the nation will benefit by the wage order. This estimate was made by the Wage-Hour administration.

The wage order, signed by L. Metcalfe Walling, Administrator of the Wage and Hour and Public Contracts Divisions of the United States Department of Labor, establishes the 40-cent minimum which was recommended by an industry committee meeting in New York City last November. The committee voted 25 to 2 to increase the minimum wage rate from 30 cents (the legal minimum under the Wage-Hour Law) to 40 cents. Public hearings on the subject were subsequently held in New York and Washington.

At the same time that the wage order was issued, the Wage-Hour administration issued a 22-page manual of job classifications designed to guide the newspaper industry in determining exemptions of employees under the Fair Labor Standards Act. The manual explains the terms upon which certain executive, administrative, professional and outside sales jobs are considered exempt under the Act. A copy of this manual may be secured from the North Carolina Department of Labor, Raleigh, N. C., or from the Wage and Hour and Public Contracts Divisions, U. S. Department of Labor, 165 West 46th Street, New York City.

The wage order applies to newspaper publishing and to a wide variety of commercial printing operations. All daily papers are covered. Weekly and semi-weekly papers with a circulation of more than 3,000 are covered. Weekly and semi-weekly papers of less than 3,000 circulation, the major portion of which circulation is within the county where printed and published, are considered to be exempt.



# April Building Permits

Prepared by Statistical Division

## Burlington Leads Cities in Building Construction

The estimated cost of building construction in the 26 largest North Carolina cities during April was 82.7 below that of April 1942 and 68.2 per cent below that of March 1943.

Last year during the month of April a total of 766 permits were issued and 383 were issued this year. April 1943 led March 1943 with 383 to 371.

The total amount spent for construction was \$265,277. Of this amount \$121,975 was for residential, \$47,310 for non-residential, and \$95,992 for additions, alterations, and repairs.

## Morehead City Leads Towns

The twenty-two reporting towns with populations of less than 10,000 reported an estimated expenditure of \$124,110 on building construction during April. Of this sum \$114,700 was for residential building, \$800 for non-residential, and \$8,610 for additions, alterations, and repairs.

Morehead City led the reporting towns with an expenditure of \$94,900. Sanford was second and Asheboro third.

The towns that reported were Asheboro, Bessemer City, Belmont, Cherryville, Edenton, Forest City, Hamlet, Hendersonville, Kings Mountain, Lenoir, Lincolnton, Lumberton, Mooresville, Morehead City, North Wilkesboro, Roanoke Rapids, Rockingham, Sanford, Southern Pines, Spindale, Washington, and Williamston.

## Bolivian Labor Officials Visit Department

Two high officials of the Bolivian Ministry of Labor spent several days visiting the Department of Labor recently.

The visiting officials were Capriles Rico, director of the labor department of the Bolivian Labor Ministry, and Gaston Arduz, director of social research for the Ministry. They are touring American labor departments and industries under the auspices of the State Department.

Rico and Arduz are now spending two weeks visiting North Carolina industries, observing working conditions, and witnessing first-hand the inspection techniques practiced in the State.

## Employment and Payrolls

(Continued from page 2)

small increases in both weekly and hourly earnings.

Hourly earnings in leading industries were reported as follows; pulp mills, 85.4 cents; printing and publishing, 82.8; full-fashioned hosiery, 71.5; tobacco products, 69.3; woolen mills, 60.7; rayon, 60.1; cotton textile, 56.3; seamless hosiery, 54.6; furniture, 52.4; flat knit goods, 52.0; lumber mills, 48.2.

## Type of April Building Construction in 26 Reporting Cities

TYPE OF BUILDING	Buildings for Which Permits were Issued	
	No.	Cost
<b>Residential Buildings:</b>		
One-family dwellings.....	5	\$ 1,975
Multi-family dwellings (three or more families).....	6	120,000
Total.....	11	\$121,975
<b>Non-Residential Buildings:</b>		
Amusement and recreation places.....	1	\$ 2,500
Churches.....	4	6,400
Factories, bakeries, ice plants, laundries, and other workshops.....	2	9,000
Garages, public.....	1	200
Garages, private (when separate from dwelling).....	18	3,985
Office buildings, including banks.....	3	4,025
Sheds, poultry houses, contractors' temporary offices, etc.....	21	2,960
Stables and barns.....	1	25
Stores and other mercantile buildings.....	14	12,915
All other non-residential.....	2	5,300
Total New Non-Residential Buildings.....	67	\$ 47,310
<b>Additions, Alterations, and Repairs</b>		
<i>On residential buildings:</i>		
Housekeeping dwellings.....	246	\$ 58,123
Nonhousekeeping dwellings.....	8	9,049
On non-residential buildings.....	51	28,820
Total Additions, Alterations, & Repairs.....	305	\$ 95,992

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES, APRIL, 1942, AND APRIL, 1943

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	April 1942	April 1943	Percentage Change	April 1942	April 1943	Percentage Change
Total.....	766	383	-50.0	\$1,541,648	\$265,277	-82.7
Residential buildings.....	207	11	-94.6	594,090	121,975	-79.4
Non-residential buildings.....	80	67	-16.2	695,550	47,310	-93.1
Additions, alterations, and repairs.....	479	305	-36.3	252,008	95,992	-61.9

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES, MARCH, 1943, AND APRIL, 1943

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	March 1943	April 1943	Percentage Change	March 1943	April 1943	Percentage Change
Total.....	371	383	+ 3.2	\$835,092	\$265,377	-68.2
Residential buildings.....	37	11	-70.2	104,699	121,975	+16.5
Non-residential buildings.....	60	67	+11.6	568,903	47,310	-91.6
Additions, alterations, and repairs.....	274	305	+11.3	161,490	95,992	-40.5

## SUMMARY OF APRIL, 1943, BUILDING CONSTRUCTION WORK IN 26 PRINCIPAL CITIES OF NORTH CAROLINA

Total of April, 1942, Included for Comparison

CITY	No of Buildings	Private Construction	NEW RESIDENTIAL BUILDINGS		NEW NON-RESIDENTIAL BUILDINGS		ADDITIONS, ALTERATION, AND REPAIRS		ESTIMATED COST OF ALL CONSTRUCTION WORK	
			ESTIMATED COST		NO. FAMILIES					
			April 1942	April 1943	April 1942	April 1943	April 1942	April 1943	April 1942	April 1943
Total.....	5	\$1,975	\$594,090	\$121,975	225	53	\$695,550	\$47,310	\$252,008	\$95,992
Asheville.....			8,700		2		10,875	8,675	9,062	4,242
Burlington.....			9,500	120,000	3	48	4,575			
Charlotte.....			230,600		72		20,275	1,345	30,541	13,645
Concord.....			3,600		1		3,500	4,339	350	7,939
Durham.....			100,825		30		6,500		13,561	1,730
Elizabeth City.....			9,400		4			1,550	3,950	375
Fayetteville.....	4	775	65,250	775	41	4	35,100	1,800	10,300	6,405
Gastonia.....			21,850		9		5,000	400	2,200	26,850
Greensboro.....			22,300		4		23,900	2,425	1,520	46,200
Greenville.....			4,500		1		760	245	24,559	5,221
Hickory.....			3,300		3		800	200	200	205
High Point.....			12,850		3		2,205	530	27,857	8,987
Kinston.....			4,700		9		1,000	6,215	1,000	1,000
Lexington.....			900		1		100	220	5,905	450
New Bern.....			1,500		1		11,300		12,845	
Raleigh.....			31,700		10		104,500	11,330	7,235	650
Reidsville.....			800		1				20,000	
Rocky Mount.....								575		
Salisbury.....			3,700		2		700	765	5,025	11,525
Shelby.....			9,090		5		8,100	1,000		427
Statesville.....			1,200		2		132,000			
Thomasville.....			600		1				350	400
Wilmington.....	1	1,200	14,225	1,200	10	1	326,255	18,510	14,413	358,990
Wilson.....			4,900		5		1,835			6,735
Winston-Salem.....			8,100		5		4,145	1,960	56,769	20,067



# Labor and Industry

*Monthly Bulletin of the Department of Labor, Forrest H. Shuford, Commissioner*

Vol. X

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No. 7

## Elevator Standards Not Being Relaxed

The Sectional Committee on the Safety Code for Elevators, Dumbwaiters and Escalators, which met in Washington, D. C., on June 16, voted unanimously that the elevator code which is now used as a national standard code should not be changed in any way on account of the war emergency.

This was reported by Mr. Pryor E. Sugg, who as Elevator Inspector for the North Carolina Department of Labor represented the State at the meeting.

The code about which this vote was taken was the "American Standard Safety Code for Elevators, Dumbwaiters and Escalators". This code sets up standards of safety governing the construction, manufacture, installation and maintenance of elevators. The last edition of the code was published in 1937, and no new edition is planned until after the war, Sugg said.

Certain changes which the Committee approved have been put into pamphlet form pending the publication of a new edition of the Code. To date, four pamphlets have been published. These are: "Maintenance of Elevator Mechanical Safety Appliances," "Maintenance of Elevator Hoistway and Car Enclosures and Equipment," "Maintenance of Elevator Hoisting Machines and Brakes," and "Elevator Wire Rope Maintenance". These publications are available at a nominal cost of five cents each from the Superintendent of Documents, Washington, D. C. They were printed under the auspices of the U. S. Department of Commerce.

Sugg said that the Committee decided to leave to local officials throughout the country the extent to which elevator standards should be relaxed—when and if relaxation becomes unavoidable. He said that no relaxations will be made unless they are proven to be absolutely necessary.

No deviation from the Code will be approved in North Carolina unless it is found to be absolutely necessary and it is proved to the Commissioner of Labor that replacement materials are not available.

The national Code has been recognized in North Carolina by being taken over in toto and made a part of the State Law governing elevators.

"We are very well pleased with the results of the Code and we feel that purchasers of elevator equipment have been benefited due to the fact that they get standard equipment," Sugg stated. "In this way, the interests of safety have been well served."

(Continued on page 4, col. 2)

## NEW BOILER CODE WILL SAVE STEEL

Commissioner Shuford, who attended the 14th biennial meeting of the National Board of Boiler and Pressure Vessel Inspectors in New Orleans last month, says that the Board adopted some measures which should prove to be of considerable value to the war effort.

The Board is organized to promote greater safety to life and property by

### More Women Enter Manufacturing Jobs

The proportion of women wage earners in 962 manufacturing plants throughout the State increased from 42.7 percent in April to 43.1 percent in May, according to a survey made by the Division of Statistics of the Department of Labor.

In the Piedmont area, from which 708 manufacturing firms were surveyed, 45 percent of all wage earners were women. This compares with 44.5 percent for the area in April.

The proportion of women wage earners was lower in the Coastal and Mountain sections, increasing from 34.7 to 35.1 percent in the Coastal area and remaining at 36.9 percent in the Mountain area.

The 962 plants surveyed employed a total of 223,246 wage earners during May, of whom 96,370 were women.

### Large Gain Shown in Non-Agricultural Employment

Employment in all of North Carolina's non-agricultural industries showed a net gain of 33,000 during the 12-month period ending in March, 1943, according to the latest figures from the Bureau of Labor Statistics.

A total of 742,000 persons were employed in non-agricultural work in March, as compared with 709,000 in the same month last year.

Non-agricultural employment also gained 3,000 workers over the month from February to March, rising from 739,000 to 742,000.

In manufacturing industries the gain over the year was 18,000, or more than half of the total non-agricultural increase. Employment in these industries gained approximately 2,000 during the month of March alone, increasing from 392,000 in February to 394,000 in March. In March last year, the total for manufacturing industries was 376,000, and this rose to 394,000 over the 12-month period.

securing concerted action and maintaining uniformity in the construction, installation and inspection of steam boilers and other pressure vessels throughout the country. The members represent each State agency having the responsibility of inspecting boilers, and the meetings are widely attended by representatives of the boiler industry and insurance companies. Six Canadian representatives also are members of the Board.

Commissioner Shuford announced that the Board has adopted a new code to govern the construction of boilers which will have the practical effect of saving as much as 6,000 tons of steel annually. The new code allows the construction of boilers with smaller amounts of steel than has previously been used, while no safety features have been sacrificed. This saving of metal, which was made possible by improved methods in construction, will be very useful at a time when industrial steels are having to be doled out to manufacturers under a strict priority system. The Commissioner expects the code will be adopted immediately by most manufacturers of boilers and other pressure vessels.

Under wartime conditions, the demand for boilers continues to be great. Normal annual production is about 7,200. Last year some 1,800 used boilers were put to use in various plants throughout the country. The use of these second-hand boilers allowed production of new boilers to be cut 25 per cent, saving some 36,000 tons of steel.

At present, there are only about 800 used boilers left which are available for industrial needs. Of these, only about half are in sufficiently good condition to be serviceable. Since some 200 used boilers are being reclaimed for service each month, the present supply will last only about two more months.

Here is where the value of the newly-adopted boiler code enters the picture. Adoption of the code by boiler manufacturing concerns will permit the manufacture of the normal supply of 7,200 boilers annually, but will mean that no more steel will be required than was used last year when some 5,400 boilers were built under the specifications of the old code.

The use of steel for such government agencies as the Army, Navy, (Continued on page 3, col. 3)



# NORTH CAROLINA LABOR and INDUSTRY

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## Child Labor Law

The shortage of manpower brought about by switching America's leisurely peacetime economy to the full mobilization of industry required by the war has created a demand for child labor. In all sections of the country, there has been an increasing tendency to use children under 18 years of age to fill jobs left by drafted men and others who have changed jobs.

This tendency has been very marked in North Carolina, and the large numbers of children going into various kinds of work each month have been duly recorded by the Department of Labor. Many employers have been lax enough to permit children to work for them without first obtaining the employment certificates which the law requires. Each month, several hundred such instances come to light and have to be corrected.

Employing minors is all right—provided they are employed in strict accordance with the Child Labor Law. This law sets up standards which protect the health and welfare of children who have to work. The fact that this law has not yet gained too wide an acceptance by some employers is shown by the constant efforts which the Labor Department has to make in enforcing it.

We have a definite duty to perform with regard to maintaining labor standards for children. The existence of a war and a manpower shortage should have no bearing upon our determination to enforce this law to the limit. If we were to achieve full production and win the war through the unjustified exploitation of the labor of children when other sources of labor were available, victory would have been purchased at a high price—too high a price.

It is our responsibility to see to it that children are employed for reasonable periods of time and under such conditions that their schooling will not be interfered with. We must also make certain that the work which our children do and the conditions under which it is performed, do not contribute to the growth of delinquency. It is a truism to say that "Today's children are tomorrow's citizens", but it is a fact which we should never allow ourselves to forget.

If employers will study the following brief outline of the principal provisions of the Child Labor Law, and will inquire at the Department of Labor when they are in doubt about any provision of the law, they will serve well their own interests and those of the children they employ.

## Employment and Payrolls for North Carolina

Prepared by Statistical Division

Due to the new arrangement between the North Carolina Department of Labor and the Bureau of Labor Statistics, we have been able to increase the coverage of the statistical sample for North Carolina Employment and Payroll.

Your cooperation in supplying current information each month is earnestly desired and will be much appreciated. If your name is not on our mailing list, we shall be glad to add it in order that we might receive your employment data.

### Employment, Payrolls, and Earnings In All Manufacturing and Non-Manufacturing Industries

APRIL-MAY, 1943

INDUSTRIES	No. Firms Reporting	EMPLOYMENT		PAYROLLS		AVERAGE WEEKLY EARNINGS		AVERAGE HOURS PER WEEK PER MAN		AVERAGE HOURLY EARNINGS	
		Number April, 1943 May, 1943	% Change Over Month	Amount April, 1943 May, 1943	% Change Over Month	Amount April, 1943 May, 1943	% Change Over Month	Amount April, 1943 May, 1943	% Change Over Month	Am't Cts. April, 1943 May, 1943	% Change Over Month
<b>Manufacturing Total.....</b>	980	231,355	— 1.1	\$5,537,826	+ .1	\$23.93	+ 1.2	40.9	+ .7	58.5¢	+ .6
Brick, Tile, Terra Cotta	11	613	— 3.3	12,013	— .9	19.59	+ 2.4	42.0	+ 6.3	46.5	— 3.9
Cotton Goods.....	292	120,195	— 1.0	2,814,492	— .4	23.41	+ 1.5	41.3	+ .9	56.5	+ .5
Cottonseed—Oil.....	9	294	— 20.7	6,163	— 19.6	20.96	+ 1.4	48.4	— 2.0	43.2	+ 3.5
Dyeing & Finishing.....	18	4,530	+ .4	110,618	+ 3.9	24.41	+ 3.4	42.0	+ 1.9	58.0	+ 1.3
Fertilizer.....	38	1,514	— 35.5	28,906	— 44.3	19.09	— 13.6	38.4	— 11.9	49.6	— 1.9
Furniture.....	73	15,009	— 1.9	320,444	— 3.4	21.35	— 1.4	40.6	— 2.1	52.5	+ .5
Hosiery—F F.....	57	13,716	— 1.2	381,809	+ 2.2	27.83	+ 3.4	38.2	+ 2.1	72.8	+ 1.3
Hosiery—Seamless.....	121	17,240	— 1.8	340,581	— 3.0	19.75	— 1.2	36.2	— 1.0	54.5	No chg
Knit Goods—Flat.....	10	5,447	+ 1.2	118,954	+ 3.8	21.83	+ 2.5	41.9	+ 2.6	52.1	+ .1
Lumber (Including Planing Mills).....	60	5,042	— .5	104,900	— .6	20.80	No chg.	42.8	— 1.1	48.5	+ 1.0
Paper Boxes (Corrugated, Folded & Set-Up).....	18	1,062	+ 7.2	21,774	+ 2.3	20.50	— 4.6	40.0	— 4.5	51.2	No chg
Pulp Mills.....	4	3,369	+ .7	122,986	— .1	36.50	— .8	43.5	+ 1.1	83.8	— 1.8
Printing & Publishing.....	25	553	+ 2.0	20,260	+ 9.6	36.63	+ 7.4	43.9	+ 6.0	83.4	+ 1.4
Rayon.....	22	8,317	+ .6	214,556	+ .8	25.79	+ .2	43.0	+ .7	59.9	— .4
Tobacco Products (Snuff, Cigarettes, & Chewing Tob.).....	8	11,405	+ .9	317,672	+ 2.9	27.85	+ 2.0	39.7	+ 1.7	70.0	+ .1
Woolen Mills.....	7	4,329	— .1	111,604	+ 2.3	25.78	+ 2.5	41.9	+ 1.4	61.4	+ 1.1
Other Industries.....	207	18,720	+ .1	490,094	+ 1.7	26.18	+ 1.5	42.3	+ .4	61.8	+ 1.1
<b>Non-Manufacturing Total</b>	466	10,005	— 1.3	\$ 209,507	+ 2.1	\$20.94	+ 3.6	43.0	+ 1.8	48.6¢	+ 1.6
Retail.....	247	4,467	— 2.9	82,732	+ 4.2	18.52	+ 7.4	39.5	+ 3.9	46.8	+ 3.3
Wholesale.....	116	1,719	+ .1	55,908	+ .3	32.52	+ .2	43.6	— 1.3	74.4	+ 1.5
Laundries, Dyeing & Cleaning.....	27	1,427	+ 2.3	22,892	+ 2.9	16.04	+ .6	48.4	— .6	33.1	+ 1.2
Mines & Quarries.....	34	941	— 2.3	19,348	+ 1.4	20.56	+ 3.9	42.2	+ 2.6	48.6	+ 1.2
Public Utilities.....	26	540	— 3.9	16,772	— .4	31.05	+ 3.5	45.4	+ 3.6	68.3	No chg
Hotels.....	16	911	+ .7	11,855	+ .6	13.01	No chg.	49.9	— .2	26.0	No chg
Insurance & Brokerage.....	No hours reported										
Other Lines of Trade.....	Insufficient data at time of release										
<b>Total—All Manufacturing &amp; Non-Manufacturing</b>	1,446	241,360	— 1.1	\$5,747,333	+ .2	\$23.81	+ 1.4	40.9	+ .4	58.0¢	+ .6

Children under 14 years of age may not work in any manufacturing or commercial occupation, except that boys over 12 years of age may sell and deliver newspapers and magazines for not more than 10 hours per week, and on condition that such work shall not interfere with the child's regular attendance in the public schools. Children under 14 may work in domestic and agricultural occupations under the direction or supervision of their parents.

Children under 16 years of age may not work in any manufacturing or mechanical establishment, and girls under 18 may not work at any form of messenger service or street trade.

Children under 18 years of age may not work in, about, or in connection with any establishment where alcoholic liquors (includes wine and beer) are manufactured, distributed or sold, except that children over 16 years of age may work in stores where wine or beer is sold but not consumed on the premises. Children under 18 may not work in a pool or billiard room, or in any occupation designated as hazardous by law or ruling of the Department of Labor.

Children 14 and 15 years of age may not work before 7:00 a. m. or after 6:00 p. m., nor more than eight hours

per day or 40 hours per week. No child under 16 may work during school hours.

Children 16 and 17 years of age may not work more than nine hours a day and 48 hours a week. Boys in this age group may work between 6:00 a. m. and 12:00 midnight, and girls may be employed between 6:00 a. m. and 10:00 p. m.

Under the Child Labor Law, employers are required to obtain an employment certificate from their local Welfare Department before, not after a child under 18 years of age begins to work for them.

## Employment Continues Steady During May

Employment in North Carolina industries remained relatively stable in May while small increases were recorded in hourly and weekly earnings.

Averages for the month, as listed in the report prepared by the Division of Statistics, are: Weekly earnings, \$23.81; hourly earnings, 58 cents; length of workweek, 40.9 hours.

The report is based on data received from 1,446 firms, with 241,360 em-

(Continued on page 3, col. 3)



## DIVISION OF STANDARDS AND INSPECTIONS

### State Inspections

A total of 237 manufacturing, commercial, mercantile, service and mining establishments were inspected for compliance with the North Carolina Labor Laws and rules and regulations during May. These establishments employed 9,412 workers.

A total of 541 violations of the law, rules and regulations, were reported as follows:

Hour Law .....	21
Time Records .....	15
Child Labor .....	361
Sanitation .....	28
Seats .....	4
Safety Code .....	72
Other Violations .....	39

Corrections of 562 violations were reported, of which 480 concerned infractions of the Child Labor Law through failure of the employer to secure an employment certificate for the child employed and other technical violations. The majority of violations were found in mercantile establishments.

### Wage-Hour Inspections

Enforcement of the Fair Labor Standards Act and the Public Contracts Act during May brought more than \$30,000 in back pay to 1,250 North Carolina workers who had been paid rates lower than those required under the minimum wage and overtime provisions of the Act.

Payments to the benefiting workers were made by 52 different firms. The Department closed a total of 260 Wage-Hour and Public Contracts inspections during the month. Among 209 firms covered by the Wage-Hour Act, 103 were in compliance and 106 in violation. Forty-seven firms were violating the minimum wage or overtime requirements and 59 were failing to keep the employee and payroll records required by the Act.

### Wage Orders Coordinate Wage-Hour, Public Contracts Acts

Orders increasing to 40 cents an hour the minimum wages for employees producing goods under the Public Contracts Act in three different industries have been signed by Secretary of Labor Frances Perkins.

The orders were issued in order to bring the minimum wage requirements of the Public Contracts Act into conformity with those of the Fair Labor Standards Act in the industries.

The industries affected are those manufacturing seamless hosiery, handkerchiefs, and men's and women's neckwear. The orders, effective July 8, 1943, raise the hourly minimum now paid in the seamless hosiery industry under the Public Contracts Act from 36 to 40 cents, from 35 to 40 cents in the handkerchief industry, and from 37 and one-half to 40 cents for trimmers and boxers in the neckwear industry. The hourly minimum for other Public Contracts Act workers in the neckwear industry remains 50 cents. In all three industries, 40 cents an hour was already the minimum under the Fair Labor Standards Act.

The orders for the three industries also adopt the existing regulations under the Fair Labor Standards Act concerning the employment of learners.

The Public Contracts Act applies to employees engaged in the fulfillment of Federal Government contracts of more than \$10,000.

### 40-Cent Minimum Hourly Wages Recommended

Industry committees operating under the Fair Labor Standards Act have recommended 40 cents as a minimum hourly wage in the chemical, petroleum and coal products, and allied manufacturing industries, and in the stone, clay, glass, and allied industries.

If the recommendation is adopted by L. Metcalfe Walling, federal wage-hour administrator, some 30,000 workers in each of the two industrial groups stand to benefit by increased pay, the wage-hour administration estimated.

A public hearing on the recommendation for the stone, clay, glass, and allied industries will be held June 30 in the U. S. Department of Labor offices in New York City. Persons interested in supporting the recommendation should file notice with the wage-hour administrator.

The date of the hearing on the recommendation for the chemical, petroleum and coal products, and allied manufacturing industries has not yet been announced.

### Printing, Publishing Wage Order Now Effective

A minimum wage order requiring payment of not less than 40 cents an hour to employees in the Printing and Publishing and Allied Graphic Arts Industry became effective on June 14.

According to an estimate made by the Wage-Hour and Public Contracts Divisions of the U. S. Department of Labor, some 45,000 employees in the industry throughout the nation will benefit from the wage order.

The order, signed by wage-hour administrator L. Metcalfe Walling, establishes the 40-cent minimum which was recommended by an industry committee in New York last November. The committee voted 25 to 2 to increase the minimum wage rate from 30 cents (the legal minimum under the Wage-Hour Law) to 40 cents. Public hearings on the subject were subsequently held in New York and Washington.

Upon issuing the wage order, the wage-hour administration released a 22-page manual of job classifications designed to guide the newspaper industry in determining exemptions of employees under the Fair Labor Standards Act. The manual explains the terms under which certain executive, administrative and professional employees in editorial and business management departments are considered exempt under the Act. A copy of this manual may be secured from the North Carolina Department of Labor.

The 40-cent wage order applies to all of North Carolina's more than 40

## THE Veterans' Service Division

—FRANK M. SASSER, Service Officer—

May, 1943

Letters Written .....	363
Folders Reviewed .....	259
Examinations Secured .....	40
Hospitalization .....	26
Personal Interviews .....	297
Appearances Before Rating Board .....	162
New Cases .....	271
Old Cases .....	446
Total Cases .....	717
Pensions .....	13
Compensations .....	22
Increased Benefits .....	\$1,544.75
Back Benefits .....	5,939.64
Insurance Benefits .....	1,210.00
Total Benefits .....	8,694.39

daily newspapers and to a number of weekly and semi-weekly papers with circulations of more than 3,000.

### "Holding the Line"

Mrs. Pauline W. Horton, wage-hour and War Labor Board representative, and Mr. David Moose, international representative of the Textile Workers Union of America, presented a radio broadcast on "Holding the Line Against Inflation" over station WSJS in Winston-Salem on June 21.

The broadcast featured the restrictions and methods employed by employers and employees in obtaining wage and salary adjustments under the Wage Stabilization Act.

### New Boiler Code Will Save Steel (Continued from page 1)

Maritime Commission, Lend-lease, and Office of Defense Transportation has been cut drastically in recent months. Meanwhile, some 25 per cent of American boiler production is going to the Soviet Union, where steam with which to boil the Axis is being generated.

There is now a much greater need than previously for rigid inspection, care, and maintenance of boilers, the Commissioner maintains. Most of the boilers in commission now will have to last through the war. With multiple shifts working in many plants, and with higher pressures being maintained in many cases in order to furnish increased power, the need for adequate care and inspection will increase until the slackening of production permits a more normal use of boilers.

### Employment Continues Steady (Continued from page 2)

ployees. Total payrolls during a sample week in the month were \$5,747,333.

Average hourly earnings in manufacturing industries were 58.5 cents as compared with 48.6 cents in non-manufacturing lines of work.

Hourly wages in several important manufacturing industries were: Pulp mills, 83.8 cents; printing and publishing, 83.4; full-fashioned hosiery, 72.8; tobacco products, 70; woolen mills, 61.4; rayon, 59.9; cotton textile, 56.5; seamless hosiery, 54.5; furniture, 52.5; flat knit goods, 52.1; lumber, 48.5.



# May Building Permits

Prepared by Statistical Division

## Goldsboro Leads Cities in Building Construction

The estimated cost of building construction in the 26 largest North Carolina cities during May was 104.2 per cent higher than that of May 1942 and 85.3 per cent above that of April 1942.

Last year during the month of May 470 permits were issued and only 439 this year. May 1943 issued a total of 439 while April 1943 had only 383.

The total amount spent for construction was \$491,614. Of this amount \$289,985 was for residential, \$34,205 for non-residential and \$167,424 for additions, alterations, and repairs.

## Morehead City Leads Towns

The nineteen reporting towns with populations of less than 10,000 reported an estimated expenditure of \$201,030 on building construction during the month of May. Of this sum \$187,700 was for residential building, \$6,030 for non-residential, and \$7,930 for additions, alterations, and repairs.

Morehead City led the reporting towns with an expenditure of \$180,000. Edenton was second and Sanford third.

The towns that reported were Asheville, Bessemer City, Belmont, Cherryville, Edenton, Forest City, Hamlet, Kings Mountain, Lumberton, Mooresville, Morehead City, North Wilkesboro, Roanoke Rapids, Rockingham, Sanford, Southern Pines, Spencer, Spindale, and Washington.

## Elevator Standards Not Being Relaxed (Continued from page 1)

"City elevator inspectors in many leading North Carolina cities have been favorably impressed by the Code. In several instances, city ordinances have been adopted which require compliance with the Code."

Sugg said that the national code is the standard used by the federal in all of its elevator installations.

He stated that so far, elevator operators in North Carolina have been able to obtain enough repair parts to keep existing elevators in safe operating condition. Where old equipment was beyond repair and hazardous, the owners have been able to get high enough priority ratings to obtain renewals of installations, he added.

## Child Labor Up

A total of 6,833 children under 18 years of age were certified for work under the provisions of the North Carolina Child Labor Law during May.

This was 1,632 more children than were certified in April. The April total of 5,201 was 1,591 more than the March figure of 3,610.

In the group of children 16 and 17 years old, manufacturing industries absorbed 4,249; non-manufacturing industries, trades and service occupations, 1,420; and construction work, 121.

## Type of May Building Construction in 26 Reporting Cities

TYPE OF BUILDING	Buildings for Which Permits were Issued	
	No.	Cost
<b>Residential Buildings:</b>		
One-family dwellings-----	45	\$ 75,235
Multi-family (three or more families) dwellings -----	12	214,750
Total -----	57	\$289,985
<b>Non-Residential Buildings:</b>		
Churches -----	1	\$ 1,000
Factories, bakeries, ice plants, laundries, and other workshops -----	4	10,095
Garages, public -----	2	155
Garages, private (when separate from dwelling) -----	6	1,320
Institutions -----	1	400
Office buildings, including banks -----	1	175
Sheds, poultry houses, contractors' temporary offices, etc. -----	20	1,640
Stables and barns -----	2	500
Stores and other mercantile buildings -----	8	16,770
All other non-residential -----	3	2,075
Total New Non-Residential Buildings -----	48	\$ 34,205
<b>Additions, Alterations, and Repairs on Residential Buildings:</b>		
Housekeeping dwellings-----	257	\$ 84,129
Non-housekeeping dwellings--	4	770
On non-residential buildings--	73	82,525
Total Additions, Alterations, and Repairs-----	334	\$167,424

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES, MAY, 1942, AND MAY, 1943

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	May 1942	May 1943	Percentage Change	May 1942	May 1943	Percentage Change
Total .....	470	439	- 6.5	\$240,689	\$491,614	+104.2
Residential buildings.....	20	57	+185.0	31,740	289,985	+813.6
Non-residential buildings.....	61	48	- 21.3	48,093	34,205	- 28.8
Additions, alterations, and repairs.....	389	334	- 14.1	160,856	167,424	+ 4.0

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES, APRIL, 1943, AND MAY, 1943

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	April 1943	May 1943	Percentage Change	April 1943	May 1943	Percentage Change
Total .....	383	439	+ 14.6	\$265,277	\$491,614	+ 85.3
Residential buildings.....	11	57	+418.1	121,975	289,985	+137.7
Non-residential buildings.....	67	48	- 28.5	47,310	34,205	- 27.7
Additions, alterations, and repairs.....	305	334	+ 9.5	95,992	167,424	+ 74.1

## SUMMARY OF MAY, 1943, BUILDING CONSTRUCTION WORK IN 26 PRINCIPAL CITIES OF NORTH CAROLINA Total of May, 1942, Included for Comparison

CITY	No of Buildings	Private Construction	NEW RESIDENTIAL BUILDINGS				NEW NON-RESIDENTIAL BUILDINGS		ADDITIONS, ALTERATION, AND REPAIRS		ESTIMATED COST OF ALL CONSTRUCTION WORK	
			ESTIMATED COST		NO. FAMILIES							
			May 1942	May 1943	May 1942	May 1943	May 1942	May 1943	May 1942	May 1943	May 1942	May 1943
Total.....	45	\$75,235	\$31,740	\$289,985	23	77	\$48,093	\$34,205	\$160,856	\$167,424	\$240,689	\$491,614
Asheville.....	2	1,080	7,000	1,080	2	2	8,630	275	11,068	12,053	19,698	13,408
Burlington.....							8,571	1,595	29,666	8,464	38,237	10,059
Charlotte.....							75		2,625	1,300	2,700	1,300
Concord.....								1,970	7,895	5,068	7,895	7,038
Durham.....							150		150		300	68,000
Elizabeth City.....	18	68,000	16,800	2,305	13	8	945	2,305	9,154	3,949	26,899	8,559
Fayetteville.....	8	2,305	400		1		2,500			200	2,900	200
Gastonia.....												
Goldsboro.....	2	800		215,300		33		200	700	1,175	700	216,675
Greensboro.....			490		1		1,593	165	16,742	3,135	18,825	3,300
Greenville.....										250		250
Hickory.....			5,000		1		115	175	75	7,600	5,190	7,775
High Point.....	1	175		175		1	1,270	1,110	20,380	22,823	21,650	24,108
Kinston.....			950		2		1,075	550	2,500	2,100	4,525	2,650
Lexington.....								75		8,705		8,780
New Bern.....									5,475	15,900	5,475	15,900
Raleigh.....	14	2,875		3,125		15	3,000	23,695	5,963	3,125	8,963	29,945
Reidsville.....												
Rocky Mount.....							2,570	350	200	3,700	2,770	4,050
Salisbury.....			650		2		200		3,981	2,450	4,831	2,450
Shelby.....								300	570	2,140	570	2,440
Statesville.....												
Thomasville.....								150	100		100	150
Wilmington.....			450		1		16,769	915	10,682	43,505	27,901	44,420
Wilson.....									350	200	350	200
Winston-Salem.....							630	375	32,580	19,582	33,210	19,957



## NORTH CAROLINA

# Labor and Industry

*Monthly Bulletin of the Department of Labor, Forrest H. Shuford, Commissioner*

Vol. X

RALEIGH, N. C., AUGUST, 1943

No. 8

## WAR BRINGS HUGE INCREASE IN EMPLOYMENT OF CHILDREN

### Inspection Activity During Fiscal Year

During the fiscal year 1942-43, the State Labor Department continued its usual inspection activity under the North Carolina Labor Laws and made additional inspections of firms covered by the Federal Wage and Hour Law and the Public Contracts Act. The co-operative agreement for enforcement of these federal laws in North Carolina, which has now been in operation for more than two years, was renewed for another year.

#### STATE LAW INSPECTIONS

A total of 5,550 manufacturing, mercantile and service establishments employing 145,702 workers were inspected during the fiscal year for compliance with the State Labor Laws, rules and regulations.

During the year the Department inspectors found 10,151 violations of these laws in various plants throughout the State. More than half of the violations were of the Child Labor Law, the most frequent being failure of employers to secure the required work permits for employed minors.

Immediate compliance was secured in the case of 8,355 of the violations and recommendations were made by the inspectors for correction of the other violations.

The violations were distributed as follows: hour law, 447; time records, 308; child labor, 6,143; drinking water facilities, 105; sanitation, 537; seats, 23; safety code, 1,149; miscellaneous other violations, 1,439.

#### WAGE-HOUR INSPECTIONS

Enforcement of the Wage and Hour Law in the State during the fiscal year brought \$214,953 in back wages to 6,812 North Carolina workers who had not been paid in accordance with the provisions of the law.

The back wage payments, which averaged about \$31.50 to each worker receiving restitution, were made by 585 commercial and manufacturing establishments covered by the law by virtue of their operations in interstate commerce or the production of goods for interstate commerce.

Working under the agreement with the Wage and Hour and Public Contracts Divisions of the United States Department of Labor, the Department closed a total of more than 2,500 wage-hour cases during the year. Roughly half of the plants inspected were violating the minimum wage, overtime compensation, or record keeping requirements of the Wage and Hour Law.

### Over 70,000 Certified for Work in State Since Pearl Harbor

More than 70,000 North Carolina children under 18 years of age have gone to work as wage earners since Pearl Harbor.

This fact is shown in a survey made by the Statistics Division of the State Department of Labor.

While there has been considerable fluctuation from month to month in the number of minors to whom work permits have been issued, the war has caused a marked trend toward employing vast numbers of them to replace

men drawn into the armed forces. Results of the survey show that from Pearl Harbor until the end of June this year, a total of 67,561 children under 18 years of age have been certified for various types of manufacturing, non-manufacturing, construction, and service occupations.

Additional permits which already have been issued this month swell the total since Pearl Harbor to more than 70,000. The final figures for July are expected to raise the total to a point far above 70,000, possibly as high as 75,000.

In the month of June alone, more than 8,500 children went to work in the State.

Figures on child labor are obtained from county and city welfare superintendents, who actually issue the work permits. The figures are compiled into State-wide reports by the Labor Department statisticians.

The report shows that of the 67,561 children certified for work since December 1941, boys accounted for 42,012 of the number and girls for 25,549. A total of 55,718 of the group were 16 and 17 years of age; 11,557 were 14 and 15 years old; and 908 were boys aged 12 and 13 who took jobs in news delivery service.

Among the largest group, that comprising boys and girls 16 and 17 years old, 35,364—or about half of the total number certified since America entered the war—went to work in manufacturing occupations; 19,798 in various non-manufacturing jobs; and 556 in construction work. All of the group aged 14 and 15 took jobs in mercantile, service, and other non-manufacturing industries. The law does not permit minors under 16 to work in manufacturing jobs.

"The fact that so many North Carolina children have gone to work since we entered the war is conclusive proof that there are abundant employment opportunities for minors within the present limits of the Child Labor Law," Commissioner Shuford said. "From time to time we have received requests for modifications in the law. The figures in this report show that changes in the types of work allowed, or changes in the total number of hours which may be worked are unnecessary; they show that young people in our State are contributing

### New Inspection Plan Recognizes Safety As Specialized Field

An increased emphasis upon safety and health inspection work in manufacturing establishments will be the result of the Department of Labor's inspection set-up for the present fiscal year.

The new distribution of inspectors calls for a full-time safety and health inspector in each district of the State. The inspectors who will devote all their time to safety and health activity are distributed as follows: Asheville, George W. King; Charlotte, Thomas B. Tyson; Salisbury, H. E. Billings, Jr.; Greensboro, John R. Bulla; Raleigh, R. W. Jeanette; Greenville, E. J. Bowden.

These inspectors will make investigations for compliance with the safety and health provisions of the State Labor Laws, the Fair Labor Standards Act, and the Public Contracts Act.

Inspector W. G. Watson, who has been located in Salisbury for the past six years, is now in the Raleigh office assisting in directing the Department's new safety inspection program.

Distribution of the Department's 20 payroll inspectors, who make inspections for compliance with the State maximum hour law, the child labor law, the Fair Labor Standards Act and the Public Contracts Act, is as follows: Asheville, J. D. Cowan, J. L. Fitzgerald, J. M. Arnette; Charlotte, Supervising Inspector Everett Connally, Raymond F. Ashley, Charles Garrett, W. H. Redwine; Salisbury, A. E. Brannock, H. G. Myers; Greensboro, Supervising Inspector W. S. Petree, W. G. Miller, R. E. Price, E. M. Pegram; Raleigh, Supervising Inspector Rodney Knowles, W. A. Kendall, Floyd Parker; Fayetteville, Wade Kornegay, C. L. Richardson; Greenville, A. H. Paul, Graham Miller.

The new set-up also calls for one junior inspector in each district office throughout the State. These inspectors make inspections for compliance with the State Labor Laws in mercantile and service establishments and other industries of a purely intrastate character.

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# NORTH CAROLINA LABOR and INDUSTRY

Issued Each Month by the  
North Carolina Department of Labor  
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 Sent Free Upon Request 

FORREST H. SHUFORD  
Commissioner of Labor

MINNIE S. GOSNEY, Editor

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## Labor Law Modifications

In view of the acute manpower shortage in certain areas of North Carolina, bringing in its train great difficulty to many essential services and businesses which find themselves faced with a lack of sufficient labor to carry on adequately, Commissioner Shuford and the other members of the State Labor Advisory Committee recently recommended certain modifications in the State Law governing hours of work for women and minors.

It should be borne in mind that these modifications are intended to be of purely temporary duration—for the period of war emergency only—and that the Committee recommended them to Governor Broughton and the Council of State for the sole purpose of helping to meet the severe manpower shortage which has been occasioned by the dislocation of our normal economy by the war.

The Committee is unanimously of the opinion that these modifications of the labor laws are not desirable from any long-range point of view, and that they should be retained in effect only so long as the exigencies of the war manpower emergency make their retention necessary to the welfare of the State and Nation.

In no sense should these modifications be construed by anyone as constituting the "entering wedge" for any long-range program of labor law relaxation.

Just what changes in the present labor law structure does the Committee's bill of recommendations contemplate?

Article 1 of the recommendations would permit adult women to work as much as 10 hours a day. In practice, this modification would mean that women workers would be able to do their week's work of 48 hours in five days, instead of having to work a few hours on Saturday morning. This modification would permit women workers to have more time at home and would also enable them to work a full 10-hour day in any plant or place of business having a 10-hour shift. The provision would not change the maximum workweek of 48 hours for women.

It is significant that numerous requests for this provision were received from both employers and employees.

Article 2 of the recommendations would permit minors 16 and 17 years of age to work a full 10-hour shift in a plant which operates such a shift. This provision, while enabling a minor employed in a plant to perform his or her week's work in five days, would also make it possible for him to work a full shift along with adult workers.

## Employment and Payrolls for North Carolina

Prepared by Statistical Division

Due to the new arrangement between the North Carolina Department of Labor and the Bureau of Labor Statistics, we have been able to increase the coverage of the statistical sample for North Carolina Employment and Payroll.

Your cooperation in supplying current information each month is earnestly desired and will be much appreciated. If your name is not on our mailing list, we shall be glad to add it in order that we might receive your employment data.

### Employment, Payrolls, and Earnings In All Manufacturing and Non-Manufacturing Industries MAY-JUNE, 1943

INDUSTRIES	No. Firms Reporting	EMPLOYMENT		PAYROLLS		AVERAGE WEEKLY EARNINGS		AVERAGE HOURS PER WEEK PER MAN		AVERAGE HOURLY EARNINGS	
		Number May, 1943	% Change June, 1943	Amount May, 1943	% Change June, 1943	Amount May, 1943	% Change June, 1943	Amount May, 1943	% Change June, 1943	Am't Cts. May, 1943	% Change June, 1943
<b>Manufacturing Total</b>	982	229,288	— .2	\$5,426,667	— .8	\$23.66	— .5	40.4	— .9	58.5	+ .3
Brick, Tile, Terra Cotta	11	593	— 3.2	11,646	— 3.0	19.63	+ .2	40.5	— 3.5	48.3	+ 3.8
Cotton Goods	287	119,451	No chg.	2,752,015	— 1.5	23.04	— 1.5	40.6	— 1.4	56.6	No chg.
Cottonseed—Oil	9	206	— 29.9	3,915	— 36.4	19.00	— 9.3	43.2	— 10.7	43.9	+ 1.6
Dyeing & Finishing	17	4,451	— .8	107,118	— 2.4	24.06	— 1.6	41.3	— 1.9	58.2	+ 3.
Fertilizer	39	1,120	— 30.1	22,849	— 25.7	20.25	+ 6.3	40.2	+ 3.6	50.2	+ 2.4
Furniture	75	15,069	— 1.5	336,417	+ 2.2	22.32	+ 3.9	41.7	+ 2.7	53.5	+ 1.3
Hosiery—F F	59	13,679	No chg.	370,096	— 2.1	27.05	— 2.1	37.5	— 1.3	72.1	— .6
Hosiery—Seamless	118	17,255	— .9	338,281	— 2.6	19.60	— 1.6	35.0	— 2.4	54.7	+ .9
Knit Goods—Flat											
Lumber (Including Planing Mills)	9	5,038	— .7	106,599	— 4.2	21.15	— 3.5	40.9	— 2.1	51.6	— 1.5
Paper Boxes (Corrugated, Folded & Set-Up)	50	4,467	— .6	92,700	No chg.	20.75	+ .6	43.0	No chg.	48.1	+ .6
Pulp Mills	10	1,074	+ 1.1	22,272	+ 2.2	20.73	+ 1.1	41.2	+ 3.0	50.2	— 1.9
Printing & Publishing	4	3,385	No chg.	122,946	+ .1	36.32	+ .1	43.1	— .4	84.2	+ .7
Rayon Goods	25	647	+ 2.2	21,324	— 4.6	32.95	— 6.7	38.6	— 6.9	85.3	+ .2
Tobacco Products (Snuff, Cigarettes, & Chewing Tob.)	21	8,040	+ .6	205,826	— .6	25.57	— 1.2	42.0	— 2.3	50.8	+ .9
Woolen Mills	8	11,499	+ .8	328,993	+ 3.5	28.61	+ 2.7	40.3	+ 1.5	70.9	+ 1.2
Other Industries	7	4,366	+ .8	121,709	+ 9.0	27.87	+ 8.1	43.9	+ 4.7	63.3	+ 3.0
<b>Non-Manufacturing Total</b>	217	18,932	+ 1.1	461,161	+ .9	24.35	— .1	41.2	— .2	59.0	+ .1
<b>Total—All Manufacturing &amp; Non-Manufacturing</b>	1,199	248,220	+ .1	\$5,887,828	+ .7	\$23.53	+ .4	40.5	+ .7	59.0	+ .4

Article 3 would permit minors 14 and 15 years of age to work as late as 9:00 p. m. Since the great majority of employed minors 16 and 17 years of age are working in manufacturing industries and are therefore not available for employment in mercantile and service establishments, where they would normally be, this article would permit minors 14 and 15 years of age to do a full day's work in restaurants, grocery stores, drug stores, and other types of non-manufacturing and service establishments in which the manpower shortage is acute. However, the limitation of the workweek to 40 hours and of the workday to eight hours for such minors, and the limitations preventing their working during school hours, remain in full force.

Article 4 would permit girls from 14 to 18 years of age to deliver newspapers on established routes, provided the publishers deliver the papers to the carriers at their homes, and provided certain requirements protecting the health and welfare of the girls be met to the satisfaction of the Commissioner of Labor.

Article 5 of the recommendations would give the Commissioner of Labor authority to issue permits allowing male minors between 16 and 18 years of age to work in plants at

types of work, under working conditions, and for such hours of work, as may be helpful in the war effort. This provision, in effect, would permit the Commissioner of Labor to deal with situations where a severe manpower shortage necessitates temporary departures from the general rules governing the work of male minors.

Any temporary modifications in the State's labor laws must be made under the provisions of the North Carolina Emergency War Powers Act, which was passed by the 1943 General Assembly.

## Employment and Payrolls

The June report on employment and payrolls in 1,434 North Carolina manufacturing, commercial, service, and mining establishments shows only fractional changes over the May figures.

The average weekly wage among 239,590 workers during June was \$23.53; the average hourly wage, 50 cents. The average workweek was 40.5 hours long. Hourly wages in the manufacturing industries were about 10.5 cents higher than in the other groups surveyed.

The highest wage, averaging 85.3 cents an hour, was paid to a small  
(Continued on page 4, col. 3)



## DIVISION OF STANDARDS AND INSPECTIONS

### State Inspections

A total of 452 manufacturing, mercantile, service, and mining establishments were inspected for compliance with the North Carolina Labor Laws and rules and regulations during June. These establishments employed 14,518 workers.

A total of 952 violations of the law, rules and regulations, were reported as follows:

Hour Law .....	34
Time Records .....	7
Child Labor .....	624
Drinking Water Facilities .....	17
Sanitation .....	58
Seats .....	2
Safety Code .....	105
Other Violations .....	17

Corrections of 719 violations were reported immediately after the inspectors had made recommendations to the employers. The majority of the child labor violations, which accounted for two-thirds of the total number, were found in mercantile establishments and arose through failure of employers to secure the work permits which the law requires for minors who accept employment.

### Wage-Hour Inspections

A total of 217 inspection cases were closed under the provisions of the Fair Labor Standards Act in the State during June.

Only seven of the establishments inspected were not covered by the law. The remaining 210 which were found subject to the provisions of the Act were roughly 40 per cent in compliance and 60 per cent in violation. A total of 123 firms were violating some provision of the law, and 87 were found in full compliance.

Thirty-nine violations of the minimum wage and overtime provisions were found. Seventy-three firms were failing to keep the employee and payroll records which the Act requires.

Restitution in the sum of \$10,991 was secured for 417 employees who had been underpaid according to the standards set up in the Wage and Hour Law. These payments were made, mostly on a voluntary basis, by 41 firms.

Concurrent with the wage-hour inspections, a total of 34 firms with government contracts were inspected for compliance with the Walsh-Healey (Public Contracts) Act.

### War Brings Huge Increase In Employment of Children

(Continued from page 1)

greatly to the war effort by replacing drafted workers. And—on the whole—our children are making that contribution within the limits of the law, with the result that their necessary educational and recreational activities are not being interfered with."

Commissioner Shuford stressed the point that the figures given do not include the many children who work on farms or those who have full-time or part-time jobs in domestic service.

### North Carolina Leads South Atlantic States In Industry

Latest figures from the Bureau of Labor Statistics of the U. S. Department of Labor indicate a tapering off of the movement of workers from farms to war industries.

Until April this year, the number of workers entering manufacturing jobs increased each month. A survey made during the month of April, the results of which were released today by the Bureau, shows that total non-agricultural employment dropped from 742,000 in March to 739,000 in April.

At the same time, employment in Tar Heel manufacturing industries decreased from 394,000 to 393,000.

With 393,000 workers engaged in manufacturing industries, North Carolina led the entire group of South Atlantic states in April. Maryland was second, with 342,000 workers in manufacturing.

### Women In Industry

The percentage of women wage earners in North Carolina's manufacturing industries increased from 40.4 in January to 43.1 in June, according to a survey made by the Division of Statistics.

Summarizing reports from 952 manufacturing concerns in all parts of the State, the survey shows that total employment in the firms declined from 220,975 in January to 214,388. Commissioner Shuford attributed the decline largely to the drafting of men into the armed forces.

At the same time, however, women in the group increased from 89,465 in January to 92,518 in June, the report shows. The largest percentage of women wage earners was found in the Piedmont group of industries, in which women comprised 42.3 per cent of the labor force in January and increased to 44.9 per cent in June. The mountain region was second, with 34.1 per cent women in January and 37.2 per cent in June. Percentage of women in the Coastal manufacturing industries increased from 33.4 in January to 35.8 in June.

## ANNUAL REPORT Veterans' Service Division

### July, 1942 — June, 1943

Letters Written .....	4,035
Folders Reviewed .....	2,837
Examinations Secured .....	399
Hospitalizations .....	261
Personal Interviews .....	3,196
Appearances Before Rating Board .....	1,910
New Cases .....	2,436
Old Cases .....	4,592
Total Cases .....	7,028
Pensions .....	173
Compensations .....	202
Increased Benefits .....	\$15,119.43
(\$181,433.16 yearly)	
Back Benefits .....	54,042.99
Insurance Benefits .....	5,002.48
Total Benefits .....	74,164.90
(\$240,478.63 yearly)	

## MONTHLY REPORT Veterans' Service Division

—FRANK M. SASSER, Service Officer—

### June, 1943

Letters Written .....	430
Folders Reviewed .....	248
Examinations Secured .....	44
Hospitalizations .....	26
Personal Interviews .....	287
Field Contacts Reclaims .....	7
Appearances Before Rating Board .....	170
New Cases .....	128
Old Cases .....	481
Total Cases .....	609
Pensions .....	22
Compensations .....	15
Increased Benefits .....	\$1,691.45
Back Benefits .....	6,882.73
Insurance Benefits .....	
Total Benefits .....	8,574.18

### New Inspection Plan Recognizes Safety As Specialized Field

(Continued from page 1)

The new inspection arrangements, says Chief Inspector Lewis P. Sorrell, recognize safety and health inspection work as a specialized field, and thus permit the safety inspector to concentrate upon securing the maximum degree of compliance with both State and Federal safety requirements at a time when industrial accidents should be reduced to a minimum in order to speed up war production. The inspection set-up was arrived at in accordance with the terms of North Carolina's agreement with the Wage and Hour and Public Contracts Divisions of the United States Department of Labor for the enforcement in this State of the Fair Labor Standards Act and the Public Contracts Act by State Labor Department personnel.

### Federation to Meet

Officials and local representatives of the North Carolina State Federation of Labor will gather in Winston-Salem on August 9-10 for the Federation's annual State convention. Commissioner Shuford is scheduled to address the delegates.

### Manpower Committee Meets

The southeastern division of the National Committee for the Conservation of Manpower in War Industries held a meeting in Asheville on July 19th to install Mr. William H. Ivey, of Birmingham, as chairman for the southeastern states. Some 50 Committee representatives attended the meeting. Mr. Verne A. Zimmer, Director of the Division of Labor Standards of the U. S. Department of Labor, was present.

### IAGLO to Meet in Chicago

The International Association of Governmental Labor Officials will meet in Chicago on October 8-10 this year. Commissioner Shuford is vice-president of the Association.



# May Building Permits

Prepared by Statistical Division

## Durham Leads Cities In Building Construction

The estimated cost of building construction in the 26 largest North Carolina cities during June was 2.1 per cent higher than that of June 1942 and 30.2 per cent above that of May 1943.

Last year during the month of June 555 permits were issued and 435 this year. June 1943 issued a total of 435 while May 1943 had a total of 439.

The total amount spent for construction was \$640,342. Of this amount \$241,170 was for residential building, \$140,719 for nonresidential building, and \$258,435 for additions, alterations, and repairs.

## Morehead City Leads Towns

The sixteen reporting towns with populations of less than 10,000 reported an estimated expenditure of \$217,875 on building construction during the month of June. Of this sum \$180,000 was for residential building, \$4,250 for non-residential, and \$33,025 for additions, alterations, and repairs.

Morehead City led the reporting towns with an expenditure of \$180,000. Hamlet was second and Mooresville was third.

## 40-Cent Minimum Hourly Wage Established In Two Industries

Under the terms of two wage orders just issued by L. Metcalfe Walling, Administrator of the Wage and Hour and Public Contracts Divisions of the United States Department of Labor, a 40-cent minimum hourly rate has been established in the Cottonseed and Peanut Crushing Industry and also in the Vegetable Fats and Oils Industry. The wage orders will become effective on August 16, 1943.

The Cottonseed and Peanut Crushing Industry employs about 27,000 persons throughout the United States, the wage-hour administrator said, and the Vegetable Fats and Oils Industry employs some 17,000.

The wage orders requiring the minimum hourly rate of pay under the Wage and Hour Law are based on industry committee recommendations.

The towns that reported were Asheville, Belmont, Cherryville, Edenton, Hamlet, Kings Mountain, Lenoir, Lumberton, Monroe, Mooresville, Morehead City, Mount Airy, Roanoke Rapids, Southern Pines, Spindale, and Washington.

The Cottonseed and Peanut Crushing Industry Committee met in Memphis, Tennessee, on April 26th last and recommended a 40-cent minimum.

## Employment and Payrolls

(Continued from page 2)

group of 647 employees in the printing and publishing industry.

Hourly wages in other industries were as follows: Pulp mills, 84.2 cents; full-fashioned hosiery, 72.1; tobacco products, 70.9; woolen mills, 63.3; rayon, 60.8; cotton textile, 56.6; furniture, 53.5.

## Type of May Building Construction In 26 Reporting Cities

TYPE OF BUILDING	No.	Cost
<i>Residential Buildings:</i>		
One-family dwellings.....	34	\$136,170
Multi-family dwellings (three or more families).....	1	105,000
Total .....	35	\$241,170

<i>Non-Residential Buildings:</i>		
Amusement and recreation places .....	2	\$ 36,880
Churches .....	2	43,250
Factories, bakeries, ice plants, laundries, and other workshops .....	6	14,200
Garages, private (when separate from dwelling) .....	10	2,089
Office buildings, including banks .....	1	24,000
Schools .....	1	190
Sheds, poultry houses, contractors' temporary offices, etc .....	5	575
Stores and other mercantile buildings .....	6	16,200
All other non-residential .....	4	3,335

Total New Non-Residential buildings ..... 37 \$140,719

<i>Additions, Alterations and Repairs on Residential Buildings:</i>		
Housekeeping dwellings .....	265	\$ 86,022
Non-housekeeping dwellings .....	27	39,850
On non-residential buildings .....	77	132,563

Total Additions, Alterations, & Repairs ..... 363 \$258,435

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES, JUNE, 1942, AND JUNE, 1943

KIND OF CONSTRUCTION.	NUMBER OF BUILDINGS			ESTIMATED COST		
	June 1942	June 1943	Percentage Change	June 1942	June 1943	Percentage Change
Total .....	555	435	-21.6	\$626,697	\$640,324	+ 2.1
Residential buildings .....	91	35	-61.5	232,322	241,170	+ 3.8
Non-residential buildings .....	44	37	-15.9	30,875	140,719	+355.7
Additions, alterations, and repairs.....	420	363	-13.5	363,500	258,435	- 28.9

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES, MAY, 1943, AND JUNE, 1943

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	May 1943	June 1943	Percentage Change	May 1943	June 1943	Percentage Change
Total .....	439	435	- .9	\$491,614	\$640,324	+ 30.2
Residential buildings .....	57	35	-38.5	289,985	241,170	- 16.8
Non-residential buildings .....	48	37	-22.9	34,205	140,719	+311.3
Additions, alterations, and repairs.....	334	363	+ 8.6	167,424	258,435	+ 54.3

## SUMMARY OF JUNE, 1943, BUILDING CONSTRUCTION WORK IN 26 PRINCIPAL CITIES OF NORTH CAROLINA Total of June, 1942, Included for Comparison

CITY	No of Buildings	Private Construction	NEW RESIDENTIAL BUILDINGS				NEW NON-RESIDENTIAL BUILDINGS		ADDITIONS, ALTERATION, AND REPAIRS		ESTIMATED COST OF ALL CONSTRUCTION WORK	
			ESTIMATED COST		NO. FAMILIES							
			June 1942	June 1943	June 1942	June 1943	June 1942	June 1943	June 1942	June 1943	June 1942	June 1943
Total .....	34	\$136,170	\$239,742	\$241,170	92	35	\$31,400	\$140,719	\$375,820	\$258,435	\$646,962	\$640,324
Asheville .....							300	380	4,640	5,326	4,940	5,706
Burlington .....								1,000				1,000
Charlotte .....							1,000	5,920	209,046	8,791	210,046	14,711
Concord .....									2,268	1,600	2,268	1,600
Durham .....	4	16,000	105,895	121,000	35	5			8,308	17,977	114,203	138,977
Elizabeth City .....			2,900		3				7,475	2,900	2,900	7,475
Fayetteville .....	15	3,000	97,747	3,000	40	15	855	599	3,434	38,814	102,036	42,413
Gastonia .....			5,000		1		100			1,400	5,100	1,400
Goldensboro .....	12	113,970	2,500	113,970	1	12	500	1,150		1,450	3,000	116,570
Greensboro .....	1	1,000	400	1,000	1	1	345	640	48,822	6,640	49,567	8,280
Greenville .....									300	350	300	350
Hickory .....			7,500		2		125	650	10,160	500	17,785	1,150
High Point .....							4,580	195	12,283	25,517	16,863	25,712
Kinston .....			500		1			225	700	3,700	1,200	3,925
Lexington .....							400		1,860	625	2,260	625
New Bern .....			15,000		5		4,125	53,500	4,235	150	23,360	53,650
Raleigh .....								66,280	1,500	68,146	1,500	134,426
Reidsville .....												
Rocky Mount .....							110		3,100	525	3,210	525
Salisbury .....							25		6,502	1,325	6,527	1,325
Shelby .....			1,500		2				786	1,379	2,286	1,379
Statesville .....												
Thomasville .....												
Wilmington .....	1	2,000		2,000		1	18,205	5,180	15,504	45,370	33,709	52,550
Wilson .....	1	200	800	200	1	1		5,000			800	5,200
Winston-Salem .....							730		42,372	21,375	43,102	21,375



NORTH CAROLINA

Labor and Industry

Monthly Bulletin of the Department of Labor, Forrest H. Shuford, Commissioner

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DIVISION OF STANDARDS AND INSPECTIONS

Commissioner Praises Labor at AFL Meet

STATE INSPECTIONS

A total of 432 manufacturing, mercantile, service and mining establishments were inspected for compliance with the North Carolina Labor Laws and rules and regulations during the month of July. These establishments employed a total of 6,822 workers.

The inspectors reported a total of 1,165 violations of the law, rules and regulations, as follows:

Hour Law .....	19
Time Records .....	19
Child Labor .....	788
Drinking Water Facilities .....	10
Sanitation .....	70
Seats .....	3
Safety Code .....	120
Other Violations .....	136

Corrections of 617 violations were reported after the inspectors had made recommendations to the employers. Child Labor Law infractions accounted for about two-thirds of the total number of violations. The majority of these were technical violations, such as failure of the employer to secure employment certificates for minors employed by him, failure to post a schedule of working hours, and similar minor infractions.

WAGE-HOUR INSPECTIONS

Enforcement of the Fair Labor Standards Act and the Public Contracts Act in North Carolina brought more than \$12,000 in back wages to 956 workers during July.

The back wage payments were made by 49 firms which were found by Labor Department inspectors to be violating the minimum wage or overtime provisions of the federal acts.

A total of 177 wage-hour inspection cases and 32 public contracts cases were closed during the month. Among the 165 establishments found covered by the Wage and Hour Law, 93 were complying with the law; 30 were violating the record-keeping requirements; and 42 were violating the basic minimum wage and overtime provisions of the Act.

40-Cent Minimum Established In Two Industries

Under the terms of wage orders issued by L. Metcalfe Walling, Administrator of the Wage and Hour and Public Contracts Divisions of the U. S. Department of Labor, minimum wages of 40 cents an hour must be paid to employees in the miscellaneous textile, leather, fur, straw and related products industry, and the mattress, bedding and related products industry.

The new wage orders, effective September 20, apply to an estimated 140,000 workers in the industries.

Labor Day, 1943

Labor Day this year finds America's productive forces at a point not far below their maximum capacity. During the past year, labor and industrial management have united to produce the materials of war in a manner unprecedented in our history.

Labor in North Carolina has cooperated 100 percent in this gigantic effort. There have been few strikes here, and there have been none which have held up war production schedules. Labor has participated whole-heartedly in United Nations relief, war bond campaigns, and other community activities. The leadership of organized labor in North Carolina has assisted in securing modest wage gains for the membership—gains which to some degree help the working man to offset the increased cost of living.

Best of all, this Labor Day in 1943 finds millions of Americans in the armed forces at the battlefronts all over the world, waiting for the signal to begin the Big Push. This is the reward which labor and the American people wanted for their productive efforts.

Manufacturing Industries Employ Many Women

The hand that rocks the cradle and warms the baby's milk is now minding a machine at least a good part of the time.

Reports from 969 North Carolina manufacturing establishments employing 225,455 workers in July indicate that 42.8 per cent of the wage earners surveyed were women.

The survey showed that a total of 96,693 women were employed in the 969 firms.

The cotton textile industry employed the largest group of women, totaling 49,948. Next in number was the hosiery industry, with 19,956 female wage earners. A total of 5,007

(Continued on page 3, col. 2)

Commissioner Shuford, who attended the annual convention of the North Carolina Federation of Labor in Winston-Salem early in August, commended the Federation for "its excellent record in the past year of putting production first".

The Commissioner also praised the Federation for increasing its membership and participating in community activities such as United Nations relief and war bond drives. He also cited the work of the State Department of Labor and pointed out that the Conciliation Service is aiding both labor and management.

Asserting that the recent labor law modifications, though necessary in order to facilitate war production, are only temporary, the Commissioner pointed out that labor is willing to sacrifice now with 2,000,000 union members in the armed services.

Commissioner Shuford urged the Federation representatives to do everything in their power to see that the children of North Carolina are not exploited by their employers or by themselves by continuing to work when school begins this September.

"I am most anxious that they not be allowed to suffer; I want the children back in school this September; it is up to the people of the community to get them there," he said, speaking of the great temptation to children fascinated by their new work, to employers harrassed by the manpower shortage, and to parents eager for the extra family income.

The Commissioner cited the experience of Sweden, where rival labor organizations and manufacturers' organizations have come together in harmony. He expressed the belief that eventually America will see the same relationship of respect and good will.

Hearing Scheduled

A public hearing with respect to an industry committee recommendation for the adoption of a 40-cent hourly minimum wage in the wholesaling, warehousing, and other distribution industries, will be held on September 16 at the Wage-Hour Division national headquarters in New York City.

This was announced by L. Metcalfe Walling, Division administrator, who said that the industries employ about 900,000 workers, of whom 55,000 now earn less than 40 cents an hour.

On October 24th, the Fair Labor Standards Act will have been in operation for five years. It became the law of the land in 1938.



# NORTH CAROLINA LABOR and INDUSTRY

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Commissioner of Labor

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## America Observes Second Wartime Labor Day

On the first Monday in September last year, America united to render homage to the millions of men and women on the nation's production front who were doing their bit to speed the wheels of victory. Never before in the history of our country was the working man so widely honored; never before had his contribution to the national welfare been recognized in such monumental fashion.

This year on September 6th, our people again unite in a solemn observance of the day which is dedicated to all men and women who work with their hands and brains. It is fitting that in the midst of these ceremonies we should think for a moment about what has actually been accomplished in the past two years. What has been done to shorten the war?

In September 1941 our armament program was already under way. In deference to the popular mood of the time, it was not called a war production program. It was called America's "defense" program. In a sense, that designation was correct and still is correct. We got into the war without asking for it. If we had decided to let the Germans dominate Europe and the Japanese lord it over all of East Asia, there is little doubt but that we could have sat tight in our "Western Hemisphere" until the two autocratic super-states were prepared and ready to deal with us in their characteristic fashion.

In 1941 the American people were confused. They did not know what they wanted to do. They did not want the enemy to win, yet they did not want to fight to keep him from winning. The leaders of America at that time were aware of the danger to the nation in case the enemy should win out on both sides of the world. Therefore the "defense" program was well under way by the time we were attacked. If we had had no defense program, it is a pretty safe assumption that we would have been attacked anyhow, for the reason that we were not really out of the war. Through measures of lend-lease, through economic sanctions against the fascist powers, and through the statements of our leaders, it was clear that America had been eased half-way into the war before the enemy actually struck. Since the enemy would have struck sooner or later, it is probably a good thing we had begun our preparations to meet him a year in advance of his attack.

When the enemy did strike, our war program was mostly in the blueprint stage. Only a handful of ships were

## Employment and Payrolls for North Carolina

Prepared by Statistical Division

Due to the new arrangement between the North Carolina Department of Labor and the Bureau of Labor Statistics, we have been able to increase the coverage of the statistical sample for North Carolina Employment and Payroll.

Your cooperation in supplying current information each month is earnestly desired and will be much appreciated. If your name is not on our mailing list, we shall be glad to add it in order that we might receive your employment data.

### Employment, Payrolls, and Earnings In All Manufacturing and Non-Manufacturing Industries JUNE-JULY, 1943

INDUSTRIES	No. Firms Reporting	EMPLOYMENT		PAYROLLS		AVERAGE WEEKLY EARNINGS		AVERAGE HOURS PER WEEK PER MAN		AVERAGE HOURLY EARNINGS	
		Number June, 1943	% Change Over Month	Amount June, 1943	% Change Over Month	Amount June, 1943	% Change Over Month	Amount June, 1943	% Change Over Month	Am't Cts. June, 1943	% Change Over Month
<b>Manufacturing Total</b> .....	971	226,729	— .3	\$5,402,652	— 1.2	\$23.82	— .9	39.8	— 1.9	59.7	+ 1.0
Brick, Tile, Terra Cotta.....	9	536	+ .3	9,312	— 12.4	17.37	— 12.7	36.0	— 11.1	48.2	— 1.6
Cotton Goods.....	285	116,988	— .5	2,680,292	— 1.0	22.91	— .4	39.9	— 1.7	57.2	+ 1.2
Cottonseed—Oil.....	11	308	+ 10.4	6,454	— 3.3	20.95	+ 7.9	43.7	+ .6	47.8	+ 7.1
Dyeing & Finishing.....	17	4,464	+ .2	97,645	— 8.8	21.87	— 9.1	38.5	— 6.5	56.7	+ 2.5
Fertilizer.....	39	1,037	+ 6.2	22,959	+ 3.0	22.13	+ 9.8	41.3	+ 2.9	53.5	+ 6.7
Furniture.....	73	14,746	+ 1.9	315,503	— 2.6	21.39	— 4.5	39.9	— 4.7	53.5	+ .1
Hosiery—F F.....	57	13,481	— 1.0	360,884	— 3.3	26.76	— 2.3	36.1	— 3.7	74.1	+ 1.5
Hosiery—Seamless.....	113	15,833	— 1.9	294,192	— 6.4	18.58	— 4.5	34.2	— 4.4	54.3	— .1
Knit Goods—Flat.....	9	5,110	+ 1.4	105,645	— .8	20.67	— 2.2	39.9	— 2.4	51.7	+ .1
Lumber (Including Planing Mills).....	57	3,990	— 2.6	85,168	— 2.2	21.34	+ .3	42.2	— 1.6	50.4	+ 1.8
Paper Boxes (Corrugated, Folded & Set-Up).....	18	1,055	— 1.7	18,542	— 16.7	17.57	— 15.2	34.6	— 16.0	50.6	+ .7
Pulp Mills.....	3	2,308	— 1.0	97,334	+ 5.0	42.17	+ 6.2	45.1	+ 3.4	93.4	+ 2.8
Printing & Publishing.....	27	681	+ .4	22,524	+ 1.6	33.07	+ 1.2	38.6	+ .5	85.5	+ .7
Rayon Goods.....	19	7,361	+ .5	185,218	— 1.3	25.16	— 1.7	42.1	— .2	59.7	— 1.6
Tobacco Products (Snuff, Cigarettes, & Chewing Tob.).....	8	11,725	+ 1.9	367,654	+ 11.8	31.35	+ 9.6	44.1	+ 9.4	71.0	+ .1
Woolen Mills.....	6	4,246	+ 2.3	108,973	— 10.1	25.66	— 7.9	40.5	— 7.7	63.3	— .1
Other Industries.....	220	22,860	+ .6	624,353	— 2.0	27.31	— 2.6	41.6	— 3.2	65.5	+ .6
<b>Non-Manufacturing Total</b> .....	472	10,689	— 1.3	\$ 227,514	— .8	\$21.28	+ .4	43.6	— .2	48.7	+ .6
Retail.....	245	4,356	— 2.4	84,949	— 1.7	19.50	+ .6	41.1	+ .4	47.3	No chg
Wholesale.....	119	1,876	— .8	61,620	— .8	32.84	No chg	43.6	— .2	75.2	+ .1
Laundries, Dyeing & Cleaning.....	28	1,659	— 2.1	25,341	— 3.1	15.27	— .9	47.8	— 1.6	31.9	+ .6
Mines & Quarries.....	35	993	— .7	21,233	+ .2	21.38	+ .9	43.2	+ 1.2	49.4	+ .8
Public Utilities.....	Insufficient data at time of release										
Hotels.....	21	1,214	+ .3	15,095	+ 2.8	12.43	+ 2.4	47.1	+ .6	26.3	+ 1.9
Other Lines of Trade.....	24	591	+ 3.1	19,276	+ 2.2	32.61	— .8	43.0	— 6.1	75.6	+ 5.2
<b>Total—All Manufacturing &amp; Non-Manufacturing</b> .....	1,443	237,418	— .3	\$5,630,166	— 1.2	\$23.71	— .9	40.0	— 1.7	59.2	+ 1.0

coming off the ways. Only a small trickle of planes were coming from our factories. The tanks, guns, munitions, and the thousand-and-one small items necessary to military operations which were beginning to roll from our assembly lines were barely sufficient to meet the immediate needs of our allies who were doing all of the fighting at that time. Our own newly-encamped forces were ill equipped and inadequate for the colossal task ahead of them.

The result was that for nearly a year we had to stand up and "take it" while the enemy spent his forces against our outer lines of defense. Gradually, our war program shifted into second gear. It was still in second on Labor Day, 1942.

This year on Labor Day we may point with pride to the fact that our war production has for many months been speeding along in high, and credit for this goes mainly to three groups of people: (1) a wide-awake and, on the whole, efficient, administration; (2) an ingenious, creative management and technical personnel; and (3) a vast body of patriotic working men and women.

This Labor Day finds America the most powerful military nation in the world—after only two years of serious preparation—powerful in her industrial sinews and in the actual military

effectiveness of her armed forces. We are finally through with "too little and too late". That is ancient history. We are now ready for the Big Push, whenever our leaders decide the moment has come to strike. We have already conducted several very effective little pushes. "Little", that is, if you think two or three hundred thousand men is a small group.

On this Labor Day, while we pay tribute to the working men and women who have simply done their obvious duty—for high wages and under the best working conditions in the world—we should remember most of all the men who are making the *real* sacrifice for America. These are the two million or so young men who have left their jobs, their careers, homes, families, wives, sweethearts, and who now are doing a great deal more than their duty on the battlefronts of the world, as countless instances of personal heroism will testify. Of course, we already have an Armistice Day to honor the men of one great war. At the end of this war, we will have another day, which we may appropriately call the "Day of Unconditional Surrender". But we must remember that wars are not won with production statistics. Now, as truly as in the days of Tamerlane or Genghis Kahn, wars are won by men, by "blood and guts".

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## Employment and Payrolls, July, 1943

Little change took place in the employment and payroll picture in 1,443 industrial establishments in North Carolina during July, the Statistics Division of the Department of Labor reported in August.

Total employment registered a fractional decline to 237,418 employees in the reporting firms and weekly payrolls also declined slightly to \$5,630,166, the report stated.

Average hourly wages increased one per cent to 59.2 cents, but weekly wages declined to \$23.71. The work-week remained approximately 40 hours in length.

Manufacturing wages, averaging 59.7 cents an hour, were 11 cents higher than wages in the non-manufacturing group of industries.

Largest hourly wage increase occurred in the pulp mill group, in which wages increased 2.8 per cent to 93.4 cents an hour.

Other average wage rates reported by various manufacturing industries were as follows: printing and publishing, 85.5; full-fashioned hosiery, 74.1; tobacco products, 71; woolen mills, 63.3; rayon, 59.7; cotton goods, 57.2; dyeing and finishing, 56.7; seamless hosiery, 54.3; knit goods, 45.3; furniture, 53.5; fertilizer, 53.5; paper boxes, 50.6; lumber, 50.4; brick, tile and terra-cotta, 48.2; cottonseed oil, 47.8.

Among the group of non-manufacturing industries, including retail, wholesale, mining and service establishments, hourly wages averaged 48.7 cents. Highest wages in the group were paid by wholesale establishments, averaging 75.2 cents.

## 40-Cent Minimum Wage Recommended

Establishment of a 40-cents an hour minimum wage in wholesaling, warehousing, and other related distribution industries has been recommended by an industry committee operating under the Fair Labor Standards Act, according to a report received here from the federal wage-hour administration.

The committee's recommendation will go to L. Metcalfe Walling, Administrator of the Wage and Hour and Public Contracts Divisions of the United States Department of Labor. Walling will set a date for a public hearing at which interested persons may appear and submit evidence in support of, or against, the adoption of the recommendation.

## Manufacturing Employment Shows Decline in State

Employment in North Carolina's manufacturing industries fell off by about 4,000 workers in May as compared with April, according to the Bureau of Labor Statistics of the United States Department of Labor.

Latest Bureau reports show that 389,000 workers were employed in manufacturing work in the State during May, as compared with 393,000 in April. However, the figure for May was still 14,000 higher than the 375,000

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## WLB Agent Explains New Directive

Simplified sets of regulations under which employers may give merit increases to their employees without seeking WLB approval apply to both employers of 30 or fewer employees and also to employers of more than 30 workers, according to Mrs. Pauline W. Horton, federal Wage-Hour and WLB agent for North Carolina.

The new rules for both classes of employers were issued in August by the National War Labor Board.

Mrs. Horton explained that employers of more than 30 employees may give individual pay increases under WLB General Orders 5 and 9 without board approval only under a schedule conforming to the following standards:

(1) The employer must have established rates or rate ranges for particular job classifications which were in effect on October 3, 1943, or which have been approved by the WLB since that date.

(2) The employer must have a plan for making individual pay adjustments within such rates or rate ranges. This plan must have been in effect on June 30, 1943, or must have been approved by the WLB since that date.

(3) If the employer has no established plan, he may give individual merit raises which do not exceed 10 cents per straight-time hour during any year. However, such increases may not be given to more than 50 per cent of the total number of employees and must not exceed the maximum rates established for particular jobs.

Merit increases may be granted by employers of 30 or fewer workers without Board approval under the following conditions: the total increase given each individual must not exceed 10 cents per straight-time hour during any year, beginning with last July 1st; the total amount of such increases during any year must not exceed an average of 5 cents per straight-time hour for all employees in a particular establishment whose pay is subject to WLB jurisdiction; increases must not result in rates which exceed the highest rates paid by the employer between July 1, 1942 and June 30, 1943 for jobs of similar skills, duties and responsibilities; increases must not result in appreciable rises in production costs or be used as the basis for a price increase; increases may not be made if they are contrary to the provisions of a collective bargaining contract covering any or all of the employees of the company involved.

## Manufacturing Industries Employ Many Women

(Continued from page 1)

women were employed in the manufacture of various tobacco products, principally cigarettes. Another 3,709 were engaged in rayon manufacturing, and 2,037 were at work in furniture factories. Pulp mills employed 261.

Various other industries employed a total of 15,775 women.

An industry committee appointed under the Wage-Hour Act to recommend a minimum wage for the bakery, beverage, and miscellaneous food industries, will meet September 14 at the national Wage-Hour headquarters in New York City.

## MONTHLY REPORT Veterans' Service Division

—FRANK M. SASSER, Service Officer—

July, 1943

Letters Written .....	366
Folders Reviewed .....	166
Examinations Secured .....	33
Hospitalizations .....	23
Personal Interviews .....	187
Field Contacts Reclaims .....	50
Appearances Before Rating Board .....	109
New Cases .....	122
Old Cases .....	426
Total Cases .....	548
Pensions .....	8
Compensations .....	36
Increased Benefits .....	\$2,065.25
Back Benefits .....	6,951.00
Insurance Benefits .....	7,000.00

## Lumber Industry Committee Appointed Under Wage- Hour Act

Appointment of an industry committee to recommend a minimum wage for the logging, lumber and timber, and related products industries was announced recently by L. Metcalfe Walling, Administrator of the Wage and Hour and Public Contracts Divisions of the United States Department of Labor.

The Committee, representing the public, the employers and the employees equally, consists of 24 members and was appointed by Walling to study conditions in the industries and to recommend to the Wage-Hour Administrator the highest minimum wage rate (above 30 cents but not over 40 cents) which will not curtail employment in the industries.

The Committee is headed by George E. Osborne of the Stanford University, California, Law School. It is the 64th committee to be appointed under the provisions of the Fair Labor Standards Act.

"Whatever recommendations the committee makes will in no way affect any overtime provisions or exemptions under the Fair Labor Standards Act," Administrator Walling stated in making the appointments.

The National War Labor Board last month authorized the Southeastern regional War Labor Board to permit employers in the lumber industry to raise minimum wages as high as 50 cents an hour without WLB approval. If a 40-cent hourly minimum rate for the industry were to be established under the Fair Labor Standards Act, there would thus be a 10-cent difference between the legal minimum and the maximum basic rate permitted under the Wage Stabilization Act.

## America Observes Second Wartime Labor Day

(Continued from page 2)

Therefore, while we honor the civilian worker for his essential part in the war effort, we should at the same time remember the son of this worker who is doing the incomparably greater part of the job.



# July Building Permits

Prepared by Statistical Division

## Winston-Salem Leads in Building Construction

Building construction in the twenty-six largest North Carolina cities during July showed a decrease in the number of permits and estimated cost of construction as compared with that of June 1943. The number of permits issued in July was 8.5 per cent below that of July 1942 and 6.4 per cent below that of June 1943.

The estimated cost of building construction during July was 49.1 per cent below that of July 1942 and 61.5 per cent below that of June 1943.

In July 1942 a total of 445 permits were issued. For July 1943 a total of 407 permits were issued showing a decrease of 28 from June 1942.

The total amount spent for construction was \$194,699. Of this sum \$6,125 was for residential, \$42,273 non residential, and \$146,301 for additions, alterations, and repairs.

Winston-Salem led the cities. High Point was second and Wilmington third.

A 40-cent hourly minimum wage for the embroideries industry will become effective September 20.

## Asheboro Leads Towns

The sixteen reporting towns with a population of less than 10,000 reported an estimated expenditure of \$15,072 on building construction, during July. Of that sum \$675 was for residential, \$4,340 for non residential, and \$10,057 for additions, alterations, and repairs.

Asheboro led the towns reporting an expenditure of \$3,523. Lincolnton was second, North Wilkesboro third.

The towns that reported were Asheboro, Belmont, Forest City, Hamlet, Kings Mountain, Lenoir, Lincolnton, Lumberton, Mooresville, Morehead City, North Wilkesboro, Southern Pines, Spencer, Spindale, Washington and Williamston.

## Manufacturing Employment Shows Decline in State

(Continued from page 3)

manufacturing workers employed during May 1942.

In all non-agricultural industries, employment totaled 731,000 in May, which was 8,000 less than the 739,000 reported in April. The figure for non-agricultural employment is also 2,000 less than the 733,000 reported for May 1942.

## 40-Cent Minimum Hourly Wage Established

A 40-cent minimum hourly wage has been established in the metal, plastics, machinery, instrument, and allied industries under the terms of a wage order issued by L. Metcalfe Walling, Administrator of the Wage and Hour and Public Contracts Divisions of the U. S. Department of Labor. The order will become effective September 13.

The industries covered by the order employ approximately 7,500,000 persons, but only about 75,000 will be affected by the order which raises the minimum from 30 cents to the 40-cent level under the Wage-Hour Law.

## Type of July Building Construction in 26 Reporting Cities

TYPE OF BUILDING	Buildings for Which Permits were Issued	
	No.	Cost
<i>Residential Buildings:</i>		
One-family dwellings.....	11	\$ 5,625
Two-family dwellings.....	1	500
Total.....	12	\$ 6,125
<i>Non-Residential Buildings:</i>		
Factories, bakeries, ice plants, laundries, and other work-shops.....	4	\$ 30,000
Garages, public.....	1	175
Garages, private (when separate from dwelling).....	15	3,803
Office buildings, including banks.....	2	320
Sheds, poultry houses, contractors' temporary offices, etc.....	4	310
Stables and barns.....	3	690
Stores and other mercantile buildings.....	7	6,825
All other non-residential.....	1	150
Total.....	37	\$ 42,273
<i>Additions, Alterations and Repairs on Residential Buildings:</i>		
Housekeeping dwellings.....	261	\$ 54,558
Non-housekeeping dwellings.....	38	16,033
On non-residential buildings.....	59	75,710
Total.....	358	\$146,301

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES, JULY, 1942, AND JULY, 1943

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	July 1942	July 1943	Percentage Change	July 1942	July 1943	Percentage Change
Total.....	445	407	- 8.5	\$382,953	\$194,699	- 49.1
Residential buildings.....	64	12	-81.2	163,535	6,125	- 96.2
Non-residential buildings.....	40	37	- 7.5	17,955	42,273	+135.4
Additions, alterations and repairs.....	341	358	+ 4.9	201,463	146,301	- 27.3

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES, JUNE, 1943, AND JULY, 1943

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	June 1943	July 1943	Percentage Change	June 1943	July 1943	Percentage Change
Total.....	435	407	- 6.4	\$640,324	\$194,699	- 69.5
Residential buildings.....	35	12	-65.7	241,170	6,125	-97.4
Non-residential buildings.....	37	37	No chg.	140,719	42,273	-69.9
Additions, alterations and repairs.....	363	358	- 1.3	258,435	146,301	-43.3

## SUMMARY OF JULY, 1943, BUILDING CONSTRUCTION WORK IN 26 PRINCIPAL CITIES OF NORTH CAROLINA

Total of July, 1942, Included for Comparison

CITY	No. of Buildings	Private Construction	NEW RESIDENTIAL BUILDINGS				NEW NON-RESIDENTIAL BUILDINGS		ADDITIONS, ALTERATION, AND REPAIRS		ESTIMATED COST OF ALL CONSTRUCTION WORK	
			ESTIMATED COST		NO. FAMILIES		July 1942	July 1943	July 1942	July 1943	July 1942	July 1943
			July 1942	July 1943	July 1942	July 1943						
Total.....	12	\$6,125	\$163,535	\$6,125	63	13	\$17,955	\$42,273	\$201,463	\$146,301	\$382,953	\$194,699
Asheville.....			495		1		1,255		2,830	9,187	4,580	9,187
Burlington.....							900				900	
Charlotte.....	1	275	36,000	275	12	1	4,350	8,525	16,130	18,698	56,480	27,498
Concord.....	1	500		500		2	400			150	400	650
Durham.....			68,800		20			4,500	4,900	2,870	73,700	7,370
Elizabeth City.....			400		1				1,000		1,400	
Fayetteville.....	5	1,000	53,890	1,000	24	5		50	3,375	10,205	57,265	11,255
Gastonia.....							4,000		4,130	3,000	8,130	3,000
Goldshoro.....								3,300		825	4,125	
Greensboro.....							185		3,656	4,721	3,841	4,721
Greenville.....									55		55	125
Hickory.....							450		5,145	2,520	5,145	2,970
High Point.....			450		1		325	18,725	10,083	12,601	10,858	31,326
Kinston.....	1	200		200		1			31,900	3,350	31,900	3,550
Lexington.....							600	150	2,395	750	2,995	900
New Bern.....							575		8,000	3,650	8,575	3,650
Raleigh.....								3,085	2,995	900	2,995	3,985
Reidsville.....									350	200	350	200
Rocky Mount.....			2,100		3		635	500	1,000	200	3,735	700
Salisbury.....			300		1		2,335	325	3,678	3,582	6,313	3,907
Shelby.....							370	193	5,460	623	5,830	816
Statesville.....												
Thomasville.....												
Wilmington.....	4	4,150		4,150		4	1,165	1,500	7,740	16,061	8,905	21,711
Wilson.....							200	325	1,700	800	1,900	1,125
Winston-Salem.....			1,100		1		660	335	84,941	48,123	86,701	48,458



# NORTH CAROLINA

# Labor and Industry

Monthly Bulletin of the Department of Labor, Forrest H. Shuford, Commissioner

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RALEIGH, N. C., OCTOBER, 1943

No. 10

## Bonuses Must Be Included In Figuring Overtime Under Wage-Hour Law

Correct methods for employers to follow in making bonus payments in order to be in compliance with both the overtime provision of the Wage and Hour Law and the War Labor Board's General Order No. 10 regulating bonus payments were outlined recently by Commissioner Shuford and Mrs. Pauline W. Horton, wage-hour and WLB agent for North Carolina.

The Wage-Hour Administration has ruled that bonuses must be added to an employee's regular earnings to determine the rate at which he is to be paid for overtime hours.

"If such a bonus has been paid on a yearly or quarterly basis, it must be apportioned back over the period it was intended to cover in order to arrive at the proper overtime rate," the Commissioner pointed out.

"For each week in which the employee has worked overtime, he would be entitled to an additional amount equal to half of the bonus divided by the total number of hours worked during the entire bonus period. For example, if the employee worked a total of 2,200 hours during a bonus year, of which 200 were overtime, and received a bonus of \$220, the bonus for each hour of the year would be 10 cents. He would thus be entitled to an additional sum equal to one-half this amount, five cents, for each of the 200 overtime hours or a total of \$10.00."

Mr. Shuford said that this ruling applies to all bonuses paid to employees subject to the overtime provision of the Wage and Hour Law except those in which both the payment and the amount of the bonus are solely in the discretion of the employer.

"The Wage-Hour Administration has ruled that apportioning bonuses back over the bonus period to determine the legal overtime rate may be avoided by changing the bonus plan so that the bonus is a fixed percentage of the employee's earnings during the period, including both straight time and overtime," the Commissioner said.

Concerning the War Labor Board's General Order No. 10, Mrs. Horton explained that the order requires that if a bonus is paid in a fixed amount, the amount paid must not exceed that paid the preceding bonus year.

"If the bonus is computed on a percentage, incentive, or similar basis, the rate and method of computation must not be changed to yield a larger bonus than during the preceding year. To be paid without Board approval, a bonus must be computed according to a predetermined formula which has been in effect in the past," she said.

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## DIVISION OF STANDARDS AND INSPECTIONS

### STATE INSPECTIONS

Inspectors of the Department of Labor inspected a total of 460 mercantile, service, manufacturing and mining establishments during the month of August. These establishments employed nearly 40,000 persons.

A total of 1,414 infractions of the North Carolina Labor Law and rules and regulations were uncovered by the inspectors.

### Mica Mines Directed to Adopt 48-Hour Week

#### Must Pay Overtime Under Wage-Hour Law

Establishment of a mandatory 48-hour workweek in the mica mining industry, effective October 1, raises problems concerning the application of the Fair Labor Standards Act to the industry.

As a result of the War Manpower Commission's directive, all mica mines are directed to adopt the 48-hour workweek. This means that each mine employee will normally work at least eight hours of overtime each week. Some mica mines are already operating schedules in excess of 48 hours a week. Under the overtime provision of the Wage and Hour Law, the additional eight hours, or all hours worked over 40 per week, must be paid for at the rate of one and one-half times the employee's regular rate of pay. Since most mica mine employees are paid on an hourly basis, it will be a simple matter for employers to determine the proper overtime rate.

In the case of working foremen who are paid on a salary basis, but the nature of whose work brings them under coverage of the overtime provision of the Wage and Hour Law, such employees would be paid on a "fluctuating workweek" basis. Their straight-time rate of pay for any particular week would be determined by dividing their weekly salary by the total number of hours worked that week. Their rate of pay for each overtime hour worked would be an additional one-half of their straight-time rate.

The Wage and Hour Law sets a statutory minimum rate of 30 cents an hour for all covered workers. Most common laborers in the mica mines of western North Carolina are paid 40 cents an hour, with some few receiving as low as 35 cents. Muckers commonly receive 40 cents an hour and drill runners 50 cents. The War Labor Board has ruled that all employers may pay up to 40 cents an hour without obtaining Board approval, and the War Manpower Commission has followed the lead of the WLB in recognizing that any wage below 40 cents an hour is substandard.

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"Many of these violations were of a minor and technical nature, and the majority of them were doubtless unintentional," Commissioner Shuford said. "However, the existence of these infractions shows clearly that there is still much room for improvement in observance of the State Labor Laws."

Child Labor infractions accounted for nearly half of the total. The inspectors found 671 violations of the child labor regulations, and also secured immediate correction of the violations in 423 instances.

With respect to violations of all types, a total of 583 compliances were secured by the inspectors.

The violations were reported as follows:

Hour Law .....	6
Time Records .....	11
Child Labor .....	671
Drinking Water Facilities .....	26
Sanitation .....	99
Seats .....	8
Safety Code Violations .....	310
Other Violations .....	283

No special investigations or prosecutions were reported during the month.

### WAGE-HOUR AND PUBLIC CONTRACTS INSPECTIONS

A total of 116 firms were inspected in the State during August for compliance with the Fair Labor Standards Act.

Among the 108 establishments covered by the provisions of the Act, 48 were in compliance and 60 in violation. Twenty-two firms were violating the minimum wage or overtime provisions of the Act, or both, and 38 were failing to keep the required employee and payroll records.

The report on restitution of back wages shows that \$8,415 was paid to 811 employees by 26 firms during August. These back wages represented the difference between the amounts the workers had been paid and the wages to which they were entitled under the Act.

Forty-three firms were inspected under the wage and hour provisions of the Public Contracts Act during the month. Of these, 34 were in compliance and nine in violation.

In 38 firms inspected for compliance with the safety and health provisions of the Public Contracts Act and the State Labor Laws, 29 were found to be complying substantially with the requirements and nine were in violation.



# NORTH CAROLINA LABOR and INDUSTRY

Issued Each Month by the  
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Raleigh, N. C.

 Sent Free Upon Request 

FORREST H. SHUFORD  
Commissioner of Labor

MINNIE S. GOSNEY, Editor

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## Wage-Hour Law Five Years Old This Month

On October 24, the Fair Labor Standards Act, known popularly as the Wage and Hour Law, will have been the law of the land for five years.

It was on that date in 1938 when this law, requiring payment of a minimum wage of 25 cents an hour in all covered industries during the first year, became effective throughout the United States. One year later, under the terms of the statute, the minimum wage for all covered industries for which a wage order had not been established, became 30 cents an hour. On October 24, 1945, the universal minimum wage is scheduled to become 40 cents an hour under the provisions of law.

Meanwhile, wage orders have been issued which bring the minimum up to 40 cents an hour in the majority of the larger covered industries, and wage recommendations are still pending for some others. The high general wage standard which was created by the war production program has made it easy to raise wage minima to 40 cents in many instances.

The basic purpose of the Wage and Hour Law was to provide a minimum wage which would permit Americans to live at least on a subsistence level. It was not, and is not now, a law which requires a wage high enough to provide what most Americans accept as a "decent" standard of living. It was, and still is, a legal insurance for the worker against an apallingly low, un-American, wage scale. During the worst years of the economic depression, millions of Americans were forced to labor for wages ranging from ten or twelve to twenty cents an hour. The Wage and Hour Law put an end to this kind of slavery.

One other purpose of the Wage and Hour Law was to "spread the work" among more laboring people by establishing a premium rate of pay for all hours worked over 40 each workweek. The overtime provision, requiring "time-and-a-half" pay for the extra hours worked in a long workweek, did help to spread the work. When the war came along and the problem was reversed from one of finding enough work to go around to one of finding enough workers to do the job, this provision of the law acted as an incentive to draw workers into war industries where wages were relatively high and overtime consequently higher.

With soaring wages, profits and prices, the threat of wartime inflation slowly began to assert itself. Instead of permitting further general wage in-

## Employment and Payrolls for North Carolina

Prepared by Statistical Division

Due to the new arrangement between the North Carolina Department of Labor and the Bureau of Labor Statistics, we have been able to increase the coverage of the statistical sample for North Carolina Employment and Payroll.

Your cooperation in supplying current information each month is earnestly desired and will be much appreciated. If your name is not on our mailing list, we shall be glad to add it in order that we might receive your employment data.

### Employment, Payrolls, and Earnings In All Manufacturing and Non-Manufacturing Industries JULY-AUGUST, 1943

INDUSTRIES	No. Firms Reporting	EMPLOYMENT		PAYROLLS		AVERAGE WEEKLY EARNINGS		AVERAGE HOURS PER WEEK PER MAN		AVERAGE HOURLY EARNINGS	
		Number July, 1943 Aug., 1943	% Change Over Month	Amount July, 1943 Aug., 1943	% Change Over Month	Amount July, 1943 Aug., 1943	% Change Over Month	Amount July, 1943 Aug., 1943	% Change Over Month	Am't Cts. July, 1943 Aug., 1943	% Change Over Month
<b>Manufacturing Total.....</b>	<b>1,022</b>	<b>251,354</b>	<b>- 1.1</b>	<b>\$6,520,537</b>	<b>- 1.7</b>	<b>\$25.94</b>	<b>- .5</b>	<b>40.4</b>	<b>+ .2</b>	<b>64.0</b>	<b>- .9</b>
Brick, Tile, Terra Cotta.....	10	566	- 1.3	10,619	+ 5.9	18.76	+ 7.5	39.2	+ 8.2	47.7	- .8
Cotton Goods.....	294	118,310	- .5	2,636,069	- 2.1	22.28	- 1.5	39.5	- 1.0	56.2	- .8
Cottonseed—Oil.....	11	262	- 14.9	5,574	- 13.6	21.27	+ 1.5	44.1	+ .9	48.2	+ .8
Dyeing & Finishing.....	17	4,185	- 3.0	97,881	+ 4.7	23.38	+ 8.0	40.5	+ 5.7	57.6	+ 2.1
Fertilizer.....	43	1,149	- .5	25,450	- .2	22.14	- .2	41.6	Nochg	53.1	+ .1
Furniture.....	74	14,911	Nochg.	338,135	+ 5.7	22.67	+ 5.6	41.9	+ 4.7	54.0	+ .9
Hosiery—F F.....	61	13,678	+ .1	382,474	+ 5.4	27.96	+ 5.3	37.7	+ 4.7	73.9	+ .4
Hosiery—Seamless.....	122	17,737	- .5	351,954	+ 4.8	19.84	+ 5.4	35.9	+ 3.7	55.1	+ 1.6
Knit Goods—Flat.....	10	5,360	- 3.0	112,614	- 1.6	21.01	+ 1.4	41.0	+ 2.2	51.2	- .5
Lumber (Including Planing Mills).....	62	5,241	+ 3.1	112,753	+ 6.9	21.51	+ 3.7	43.1	+ 3.1	49.8	+ .6
Paper Boxes (Corrugated, Folded & Set-Up).....	18	1,127	+ 6.8	23,194	+ 25.0	20.58	+ 17.1	40.0	+ 15.6	51.3	+ 1.3
Pulp Mills.....	4	3,266	- .4	128,293	+ 2.2	39.28	+ 2.8	44.6	+ 2.0	87.9	+ .6
Printing & Publishing.....	27	686	+ .7	22,514	Nochg.	32.81	- .7	38.3	- .7	85.4	- .1
Rayon Goods.....	21	8,188	+ .3	206,375	+ .8	25.20	+ .5	42.1	+ .2	59.8	+ .3
Tobacco Products (Snuff, Cigarettes, & Chewing Tob.).....	8	11,978	+ 2.1	371,934	+ 1.1	31.05	- .9	43.0	- 2.4	72.1	+ 1.5
Woolen Mills.....	5	3,828	- .5	98,888	Nochg.	25.83	+ .5	41.1	+ 1.7	62.8	- .9
Other Industries.....	235	40,882	- 5.2	1,595,816	- 7.6	39.03	- 2.5	43.5	- .9	89.6	- 1.6
<b>Non-Manufacturing Total</b>	<b>535</b>	<b>11,642</b>	<b>+ .2</b>	<b>\$ 251,389</b>	<b>+ 2.1</b>	<b>\$21.59</b>	<b>+ 1.9</b>	<b>43.8</b>	<b>Nochg</b>	<b>49.2</b>	<b>+ 1.8</b>
Retail.....	286	4,843	+ .4	96,660	+ 2.4	19.95	+ 1.9	41.0	Nochg	48.6	+ 2.1
Wholesale.....	133	1,926	- .5	66,948	+ 3.2	34.76	+ 3.7	45.3	+ 2.7	76.7	+ 1.1
Laundries, Dyeing & Cleaning.....	32	1,923	- 1.0	29,032	- 2.1	15.51	- 1.1	47.4	- 1.2	32.6	Nochg
Mines & Quarries.....	35	1,011	+ 1.8	22,126	+ 4.2	21.88	+ 2.3	42.3	- 2.0	51.6	+ 4.4
Public Utilities.....	27	500	+ 1.3	18,500	+ 1.2	31.46	Nochg	44.9	+ 4.6	70.0	- 4.6
Hotels.....	22	1,351	+ .2	17,323	+ 3.0	12.02	+ 2.8	47.4	- .6	27.0	+ 3.4
Other Lines of Trade.....	Insufficient data at time of release										
<b>Total—All Manufacturing &amp; Non-Manufacturing</b>	<b>1,557</b>	<b>262,996</b>	<b>- 1.0</b>	<b>\$6,771,926</b>	<b>- 1.5</b>	<b>\$25.74</b>	<b>- .5</b>	<b>40.6</b>	<b>+ .2</b>	<b>63.4</b>	<b>- .6</b>

creases, it became necessary for wages to be held more or less where they were. The answer to this situation was the Wage Stabilization Act.

This Act had little bearing upon the operation of the Wage and Hour Law, since it shortly became a public policy that any wage in the United States below 40 cents an hour is a substandard wage.

After the war, the Fair Labor Standards Act will continue to be an important statute helping to make possible an American standard of living. If we have full employment and a high production level, as many people expect, the law will protect those who have no other protection by its 40-cent minimum and overtime requirement. If we have another great depression, as many other people expect, the law will again become a "work spreader" and at the same time will help to preserve a universal subsistence wage in the industries which it covers.

The fifth anniversary of the Fair Labor Standards Act is a milestone in the long and tedious battle against exploitation of man by man.

## Employment and Payrolls August, 1943

The change in employment and payrolls in 1,557 industrial establishments in North Carolina during August was slight, according to a report from the Statistical Division of the State Department of Labor.

There was a decline of 1 per cent from July in employment, the total number of wage earners being 262,996. Weekly payroll amounted to \$6,771,926, which is a decline of 1.5 per cent from July.

Average weekly earnings were decreased .5 per cent to \$25.74, and average hourly earnings decreased .6 per cent to 63.4 cents. The work week increased .2 per cent to 40.6 hours.

Manufacturing wages, averaging 64 cents an hour, were 14 cents higher than wages in the non-manufacturing group of industries.

Average hourly wage rates reported by various industries were as follows: brick, tile and terra cotta 47.7; cotton goods 56.2; cottonseed oil 48.2; dyeing and finishing 57.6; fertilizer 53.1; furniture 54.0; full fashioned hosiery 73.9; seamless hosiery 55.1; knit goods 51.2; lumber 49.8; paper boxes 51.3; pulp mills 87.9; printing and publishing

(Please turn to page 3, col. 3)



## Many Children Still Entering Labor Force

### More Than Half Take Work In Manufacturing Industries

A total of 10,199 children under 18 years of age entered the labor force in North Carolina during July and August.

The Department of Labor has approved 77,760 individual work permits for minors since Pearl Harbor, including certificates issued for vacation and part-time work and reissued permits.

The report for July-August shows a decline in the number of permits issued to minors from 5,760 in July to 4,439 in August.

A total of 5,356 of the children certified in the two-month period—comprising more than half of the aggregate number—took jobs in manufacturing industries; 2,809 went to work in non-manufacturing jobs; and 114 entered construction work. These three groups, totaling 8,279, were composed exclusively of children 16 and 17 years of age. About 60 per cent of these were boys and 40 per cent girls.

Among the children 14 and 15 years of age, a total of 1,834, including 1,112 boys and 722 girls, were certified for work in various mercantile and service industries during July-August, and 86 boys aged 12 and 13 took news delivery jobs.

## Manufacturing Employment Declines 7,000 In State

Employment in North Carolina's manufacturing industries in June fell off by about 7,000 from the high point of 394,000 reached in March this year, according to the U. S. Bureau of Labor Statistics.

Manufacturing employment built up steadily from Pearl Harbor until March, the monthly Bureau reports indicate. The decline began in April, with a decrease of 1,000 workers. In May there was a further decline of 4,000, and this was followed by a decrease of 2,000 in June, reducing the total manufacturing labor force to approximately 387,000.

The June figure, however, was still 11,000 higher than the 376,000 figure recorded for June last year.

Employment in all non-agricultural industries (including manufacturing and non-manufacturing firms) totaled 724,000 in June, a decline of 7,000 from the May figure of 731,000. The June figure was 5,000 higher than the corresponding number for the same month last year.

Commissioner Shuford, commenting upon the decline in manufacturing employment, attributed much of the decrease to the completion of many large government construction projects, operation of selective service, and the return of a certain number of workers to farming occupations.

### Bonuses Must Be Included In Figuring Overtime Under Wage-Hour Law

(Continued from page 1)

Mrs. Horton said that when both payment and amount of the bonus are solely in the discretion of the employer, the bonus may not legally be paid without prior approval by the War Labor Board.

## Hearing Held On Child Employment In Shrimp Industry

A public hearing on the question of whether children between 14 and 16 years of age may be allowed to work in preparing raw shrimp for shipment was held September 17, at the U. S. Department of Labor in Washington, D. C.

The hearing was held in response to a petition filed by raw shrimp dealers of Southport, in which the dealers contended that the manpower shortage in their industry could be relieved by employing children under 16 years of age—the present minimum under the Fair Labor Standards Act—in picking and heading shrimp.

The subject had provoked considerable interest among shrimp dealers all along the Atlantic coast.

Testimony was taken on the following questions:

"1. In what occupations, if any, is the employment in raw shrimp houses of minors between the ages of 14 and 16 years in the preparation of shrimp for shipment in its raw state necessary for the war effort, and

"2. If such employment of minors between the ages of 14 and 16 years is found to be necessary for the war effort, what safeguards should be established to protect their schooling and their health and well-being?"

Any change in the regulations governing employment of children in the shrimp industry would have to take the form of an amendment to Child Labor Regulation Number 3, which became effective in 1939. This regulation provides that "the employment of minors between the ages of 14 and 16 years in certain occupations under specified conditions shall not be deemed to constitute oppressive child labor but excluding from such occupations manufacturing, mining, or processing occupations, including occupations requiring the performance of any duties in workrooms or work places where goods are manufactured, mined, or otherwise processed."

The hearing was held to determine whether this regulation should be amended "to provide that the employment of minors between the ages of 14 and 16 years in the picking and heading of shrimp in raw shrimp houses shall not be deemed to constitute oppressive child labor".

### Mica Mines Directed to Adopt 48-Hour Week

(Continued from page 1)

The Wage and Hour Law requires that employers keep written employee and payroll records.

It is estimated that the 48-hour workweek, which applies to all mica mine operators, will affect some 770 employees of 197 mines in North Carolina, as well as numerous prospectors and one-man operators. It is estimated that the order will affect 120 mine operators in the tri-county area comprising Avery, Yancey and Mitchell counties.

Inspectors of the State Department of Labor are currently making inspections of mica mines in that area to see that the provisions of the Wage and Hour Law are being complied with.

## MONTHLY REPORT Veterans' Service Division

—FRANK M. SASSER, Service Officer—

August, 1943

Letters Written .....	501
Folders Reviewed .....	349
Examinations Secured .....	35
Hospitalizations .....	15
Personal Interviews .....	238
Field Contacts Reclaims .....	124
Appearances Before Rating Board..	156
New Cases .....	181
Old Cases .....	571
Total Cases .....	752
Pensions .....	6
Compensations .....	32
Increased Benefits .....	\$ 2,084.50
Back Benefits .....	6,112.45
Insurance Benefits .....	6,612.00
Total Benefits .....	14,808.95

## Wettach Appointed Chairman of Construction Industry Committee

Robert H. Wettach, Dean of the University of North Carolina Law School, has been appointed chairman of a 12-man industry committee to recommend a minimum wage for the construction industry under the Fair Labor Standards Act.

Dean Wettach, who has served on other industry committees in the past, was appointed by L. Metcalfe Walling, Administrator of the Wage and Hour and Public Contracts Divisions of the U. S. Department of Labor.

The committee, which is the sixty-seventh to be appointed under the Wage and Hour Law, will meet on October 5 at the national Wage-Hour headquarters in New York City to investigate economic and competitive conditions in the industry. It will then recommend to Administrator Walling the highest minimum wage (over 30 cents but not above 40 cents an hour) which will not substantially curtail employment in the industry.

In making the appointment, the Administrator pointed out that the jurisdiction of the committee does not extend to construction carried on by any person or firm principally for his own use or occupancy. He further pointed out that a great many employees engaged in construction are not subject to the Act and that any recommendation made by the industry committee will not apply to such employees. The overtime and exemption provisions of the Act will not be affected by any committee recommendation.

### Employment and Payrolls

(Continued from page 2)

85.4; rayon goods 59.8; tobacco products 72.1; woolen mills 62.8; other industries 89.6.

Among the group of non-manufacturing industries, including retail, wholesale, mining and service establishments, the average hourly earnings were 49.2 cents.



# August Building Permits

Prepared by Statistical Division

## Decrease In Building Continues

Building construction in the 26 largest North Carolina cities during August showed a decrease in estimated cost in construction, as compared with the same period last year.

During the month of August there was a slight increase in construction, compared with July.

A total of 474 permits were granted for new structures and alterations estimated to cost \$268,745. Of this amount \$12,390 was for residential buildings, \$87,562 for non-residential buildings and \$168,793 for additions, alterations and repairs.

Charlotte led the cities in construction with an estimated cost of \$62,303. Wilmington second and Durham third.

## Canned Fruits, Vegetables Wage Order

Beginning October 18, a wage rate of 40 cents an hour will be the lowest legal minimum which may be paid in the canned fruits and vegetables and

## Towns Spend \$127,718

Five towns were issued building permits for new buildings and alterations estimated to cost \$127,718 during August. Of the estimated cost \$102,560 was for residential building, \$50 for non-residential building, and \$25,108 for additions, alterations, and repairs.

Rockingham led with a cost of \$106,500. Williamston second and Asheboro third.

Towns reporting included Asheboro, Cherryville, Edenton, Forest City, Hamlet, Kings Mountain, Lenoir, Lincolnton, Lumberton, Morehead City, Morganton, Mount Airy, North Wilkesboro, Roanoke Rapids, Rockingham, Southern Pines, Spindale, Washington, and Williamston.

related products industries.

The wage order was issued in September by L. Metcalfe Walling, the Wage-Hour Administrator.

The industry employs about 400,000 covered workers, of whom it is estimated that some 110,000 will receive wage increases from 30 to 40 cents an hour. The 40-cent minimum was recommended by an industry committee which met last March.

## Hearing Slated On Lumber Wage Recommendation

A public hearing to determine whether an industry committee recommendation of a minimum wage of 40 cents an hour in the logging, lumber, timber and related products industries should be adopted under the Wage and Hour Law will be held at the U. S. Department of Labor in Washington, D. C., on October 1.

Evidence supporting or opposing the industry committee's recommendation may be presented by any interested person at the hearing. Wage-Hour Administrator L. Metcalfe Walling, or a representative appointed by him, will preside at the hearing.

## Type of August Building Construction in 26 Reporting Cities

TYPE OF BUILDING	Buildings for Which Permits were Issued	
	No.	Cost
<b>Residential Buildings:</b>		
One-family dwellings.....	13	\$ 9,090
Two-family dwellings.....	2	3,250
Other non-housekeeping dwellings .....	1	50
<b>Total .....</b>	<b>12</b>	<b>\$ 12,390</b>
<b>Non-Residential Buildings:</b>		
Amusement and recreation places .....	1	5,600
Factories, bakeries, ice plants laundries, and other shops....	3	59,400
Garages, private (when separate from dwelling).....	20	2,557
Office buildings, including banks .....	2	825
Public works and utilities....	1	2,200
Sheds, poultry houses, contractor's temporary offices....	6	405
Stores and other mercantile buildings .....	9	16,550
All other non-residential....	1	25
<b>Total .....</b>	<b>43</b>	<b>\$ 87,562</b>
<b>Additions, Alterations, and Repairs on Residential Buildings:</b>		
Housekeeping dwellings .....	311	\$ 98,559
Non-housekeeping dwellings....	30	7,793
On non-residential buildings....	74	62,441
<b>Total .....</b>	<b>415</b>	<b>\$168,793</b>

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES, AUGUST, 1942, AND AUGUST, 1943

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	August 1942	August 1943	Percentage Change	August 1942	August 1943	Percentage Change
Total .....	150	474	+216.0	\$301,890	\$268,745	-10.9
Residential buildings.....	59	16	-74.5	100,562	12,390	-87.6
Non-residential buildings.....	53	43	-18.8	60,761	87,562	+44.1
Additions, alterations and repairs .....	38	415	+992.1	140,567	168,793	+20.0

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES, JULY, 1943, AND AUGUST, 1943

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	July 1943	August 1943	Percentage Change	July 1943	August 1943	Percentage Change
Total .....	407	474	+16.4	\$194,699	\$268,745	+38.0
Residential buildings.....	12	16	+33.3	6,125	12,390	+102.2
Non-residential buildings.....	37	43	+16.2	42,273	87,562	+107.1
Additions, alterations and repairs .....	358	415	+15.9	146,301	168,793	+15.3

## SUMMARY OF AUG., 1943, BUILDING CONSTRUCTION WORK IN 26 PRINCIPAL CITIES OF NORTH CAROLINA

Total of August, 1942, Included for Comparison

CITY	No. of Buildings	Private Construction	NEW RESIDENTIAL BUILDINGS				NEW NON-RESIDENTIAL BUILDINGS		ADDITIONS, ALTERATION, AND REPAIRS		ESTIMATED COST OF ALL CONSTRUCTION WORK	
			ESTIMATED COST		NO. FAMILIES							
			August 1942	August 1943	August 1942	August 1943	August 1942	August 1943	August 1942	August 1943	August 1942	August 1943
Total .....	15	\$12,340	\$100,562	\$12,390	59	17	\$60,761	\$87,562	\$140,567	\$168,793	\$301,890	\$268,745
Asheville .....	1	200		250		1	645	502	2,845	14,944	3,490	15,696
Burlington .....										700		700
Charlotte .....							7,224	50,000	13,914	12,303	21,138	62,303
Concord .....									2,900	1,249	2,900	1,249
Durham .....	1	800	90,960	800	38	1	4,000	8,000	2,300	14,910	97,260	23,710
Elizabeth City .....	1	190	450	190	1	1	100	600	1,400	50	1,950	840
Fayetteville .....	5	1,000	6,050	1,000	13	5	1,050	150	15,199	3,913	22,299	5,063
Gastonia .....			1,500		3				300	4,500	1,800	4,500
Goldensboro .....	2	4,000		4,000		2		6,400		800		11,200
Greensboro .....			479		1		525	285	8,321	15,660	9,325	15,945
Greenville .....	2	3,250		3,250		4		2,150	606	20	606	5,420
Hickory .....							100	200	4,550	1,150	4,650	1,350
High Point .....	1	200		200		1	842	360	24,156	18,520	24,998	19,080
Kinston .....							25,450	10,000	1,150	640	26,600	10,640
Lexington .....			475		1		600	100	3,934	2,525	5,009	2,625
New Bern .....							125		190	470	315	470
Raleigh .....							4,500	3,775	4,550	3,019	9,050	6,794
Reidsville .....									4,500	900	4,500	900
Rocky Mount .....							240	100	1,100	450	1,340	550
Salisbury .....			648		2		525	150	1,985	6,640	3,158	6,790
Shelby .....							150		154	1,308	304	1,308
Statesville .....												
Thomasville .....								125	400	400	400	525
Wilmington .....	2	2,700		2,700		2	725	4,300	8,414	44,057	9,139	51,057
Wilson .....							9,500	175	2,575	505	12,075	680
Winston-Salem .....							4,460	190	35,124	19,160	39,584	19,350



# Labor and Industry

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No. 11

## Two of Every Five Manufacturing Workers In State Are Women

Percentage of Female Wage Earners  
Highest in Hosiery, Knit Goods,  
Paper Box Industries

Figures compiled by the Statistics Division of the State Department of Labor show that in September two of every five manufacturing workers in the State were women.

In four leading industries, women accounted for far more than half the total number of workers employed. The full-fashioned hosiery industry, for example, employed 65.1 per cent women; the seamless hosiery industry, 70.8 per cent. Likewise in the manufacture of knit goods, women accounted for 72.3 per cent of all the wage earners. In paper box manufacture, 57.9 per cent were female.

Four other leading industries employed more than 40 per cent women. These were the cotton textile industry (43.5 per cent); rayon goods (48.2 per cent); tobacco products (44.7 per cent); and woolen mills (45.7 per cent).

The largest number of women wage earners were employed in cotton textiles (51,293 out of 117,711) and seamless hosiery (12,245 out of 17,283).

In the manufacturing labor force as a whole, 102,439 out of a total of 249,224—or 41.1 per cent—were women. This report was based on figures furnished the Labor Department by 1,017 reporting firms. The survey covered slightly more than 60 per cent of all manufacturing wage earners in the State.

Also broken down by geographic areas, the report showed 45.2 per cent women in the Piedmont industries; 38 per cent in the mountain section; and 22.5 per cent in the coastal area.

## Fifth Anniversary Of Wage-Hour Law Observed In Radio Broadcasts

Three radio broadcasts observing the fifth anniversary of the Fair Labor Standards Act on October 24 were put on the air in October by Department of Labor personnel and representatives of labor and industry in North Carolina.

Commissioner Shuford and Gail Barker of Raleigh, Regional Director of the Labor League for Human Rights, went on the air over Station WPTF in Raleigh. In Durham, the Hon. W. F. Carr, Mayor of Durham and vice-president of the Durham Hosiery Mills, broadcast with Commissioner Shuford over Station WDNC.

## BENEFITS OF WAGE-HOUR LAW CITED

COMMISSIONER REVIEWS FIVE YEARS OF ENFORCEMENT IN STATE

During the past five years, benefits of the Wage and Hour Law have been extended to approximately 400,000 workers in the commercial and manufacturing industries of North Carolina, according to Commissioner Shuford.

Reviewing progress in labor standards since the law became effective on October 24, 1938, Mr. Shuford recently said that the minimum wage and overtime pay requirements have gained wide acceptance in North Carolina and that "few persons would now maintain that the law has stood in the way of full production."

## Amendment to Child Labor Regulations Permits Children Aged 14 and 15 to Work in Raw Shrimp Industry

Katharine F. Lenroot, Chief of the Children's Bureau of the U. S. Department of Labor, has announced an amendment to the Child Labor Regulations which permits the employment under "suitable conditions" of children 14 and 15 years of age in the heading and peeling of shrimp for shipment as fresh raw or fresh frozen shrimp. The amendment, effective for the duration of the war emergency, was issued pursuant to Section 3(1) of the Fair Labor Standards Act. The regulation amended was Child Labor Regulation No. 3.

In issuing the amendment the Chief of the Children's Bureau, who is responsible for enforcing the child-labor provisions of the Fair Labor Standards Act, called attention to the fact that the general minimum age is established at 16 under the act for all canning occupations and that the permission for the employment of 14- and 15-year-old children in the shrimp industry is limited to work in the shrimp raw houses.

Under the Fair Labor Standards Act 14- and 15-year-old children may be employed only in non-manufacturing and non-mining occupations and only under conditions that have been determined by the Chief of the Children's Bureau as not interfering with their schooling, health or well-being.

Under Regulation No. 3 as amended, the maximum number of hours of employment of children of 14- and 15-years of age while school is in session are fixed at 3 hours a day and 18 hours a week, and during the time when school is not in session 8 hours a day and 40 hours a week, and their working hours must fall between 7:00 a. m. and 8:00 p. m. in any one day. Their employment shall not be permitted for more than 6 days in any 7-day period and a meal period of not less than 45 minutes shall be allowed after not more than 5 hours of work during each day of employment. Drinking water, adequate washing facilities, and adequate sanitary toilet facilities shall be made available within the immediate proximity of each shrimp

(Continued on page 3, col. 3)

"On the contrary," the Commissioner declared, "the minimum wage standard has created a rock-bottom floor for wages which has eliminated a great deal of unfair competition based upon sweatshop conditions. The overtime requirement acted as a work-spreader during the depression, and during the past few years of wartime prosperity has attracted workers to the war industries where they were most needed."

Mr. Shuford said that since the Wage-Hour Law became effective a total of \$1,291,000 in illegally withheld wages has been paid to 52,384 North Carolina workers as a result of wage-hour inspections. These payments were made by 2,427 establishments, he said, adding that employees had recovered other large amounts in back wages through individual suits in the federal courts.

"During the five-year period, 8,523 inspections were made under the wage-hour statute, in which 3,030 firms were found failing to pay the minimum wage or overtime," the Commissioner stated.

"Wage orders calling for payment of at least 40 cents an hour now apply to most industries covered by the law, and all other interstate industries are expected to be covered by wage orders within a short time," he said.

Since May 1941 the Wage and Hour Law has been enforced in North Carolina by the State Department of Labor under a cooperative agreement with the U. S. Department of Labor.

## 40-Cent Minimum Wage Nears For All Covered By Fair Labor Standards Act

The basic minimum wage of 30 cents an hour for straight time work for employees under the Wage and Hour Law now appears on the point of giving way to a universal 40-cent minimum.

The industry committee for the Communication, Utilities, and Miscellaneous Transportation Industries at

(Continued on page 3, col. 2)



# NORTH CAROLINA LABOR and INDUSTRY

Issued Each Month by the  
North Carolina Department of Labor  
Raleigh, N. C.

Sent Free Upon Request

FORREST H. SHUFORD  
Commissioner of Labor  
MINNIE S. GOSNEY, Editor

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## Support the National War Fund

During the past two years we Americans have passed through the gravest crisis in our history. Our way of life was literally threatened with extinction. After making a tremendous industrial and military organizing effort, we have emerged to the point where now we are well along on the high road to victory.

Among the great nations engaged in this war, we alone have not felt its impact in our own land and in our cities and homes in the same terrible manner as have the peoples of our gallant allies. We have not saved ourselves alone.

We have had to produce as we have never produced before. We have had to make some financial sacrifices and give up a few comforts and luxuries. And we have had to send millions of our young men to the training camps to prepare them for the task of stamping out the enemy.

While doing all this, we have remained the richest country in the world, with the highest standard of living. The fact that we are the richest nation imposes upon us a clear-cut moral obligation toward the peoples who have done most of the suffering, fighting and dying in this war.

The human and material devastation which has been wrought by Germany and Japan in this struggle staggers the imagination. It is certainly greater than that caused by any other conflict in man's history. Millions of families have been broken and left destitute. Great cities have been left in ruins, their populations butchered, scattered to the winds, or carried off into slavery in foreign lands. Millions of people in Europe and Asia are literally starving to death, and countless others are at the point of near-starvation.

These are all people more or less like ourselves. The fact that it is they rather than we who are passing through the valley of the shadow is only by the grace of God, who put the Atlantic and Pacific oceans on either side of this continent.

Labor is playing a great part in the job of making relief available to these suffering victims of the war. It is estimated that organized labor in America is giving \$30,000,000 to war relief this year. And organized labor's program for next year is aimed at a much more ambitious figure.

Millions of working men and women in America, both organized and unorganized,—though most of them are

## Employment and Payrolls for North Carolina

Prepared by Statistical Division

Due to the new arrangement between the North Carolina Department of Labor and the Bureau of Labor Statistics, we have been able to increase the coverage of the statistical sample for North Carolina Employment and Payroll.

Your cooperation in supplying current information each month is earnestly desired and will be much appreciated. If your name is not on our mailing list, we shall be glad to add it in order that we might receive your employment data.

### Employment, Payrolls, and Earnings In All Manufacturing and Non-Manufacturing Industries AUGUST-SEPTEMBER, 1943

INDUSTRIES	No. Firms Reporting	EMPLOYMENT		PAYROLLS		AVERAGE WEEKLY EARNINGS		AVERAGE HOURS PER WEEK PER MAN		AVERAGE HOURLY EARNINGS	
		Number Aug., 1943	% Change Sept., 1943	Amount Aug., 1943	% Change Sept., 1943	Amount Aug., 1943	% Change Sept., 1943	Amount Aug., 1943	% Change Sept., 1943	Am't Cts. Aug., 1943	% Change Sept., 1943
<b>Manufacturing Total</b> .....	1,017	249,224	— 1.2	\$6,575,137	+ .4	\$26.38	+ 1.8	40.4	— .4	65.2	+ 2.3
Brick, Tile, Terra Cotta	11	552	— 5.8	11,191	+ 1.3	20.27	+ 7.5	40.3	+ 2.2	50.1	+ 5.0
Cotton Goods	295	117,771	— 1.5	2,711,069	+ 1.6	23.01	+ 3.2	40.0	+ .2	57.5	+ 3.0
Cottonseed—Oil	11	530	+102.2	11,694	+109.7	22.06	+ 3.7	50.2	+13.8	43.9	— 8.9
Dyeing & Finishing	18	4,290	— 1.9	95,550	— 7.1	22.27	— 5.3	38.1	— 6.1	58.3	— .8
Fertilizer	42	1,295	+ 17.5	29,332	+ 20.4	22.65	+ 2.4	43.8	+ 5.7	51.6	— 3.1
Furniture	71	14,250	— 3.0	313,827	— 5.1	22.02	— 2.1	40.4	+ 3.3	54.5	+ 1.4
Hosiery—F F.....	58	13,822	— .1	382,257	— 1.6	27.65	(1)	37.6	— .7	73.4	+ .8
Hosiery—Seamless	122	17,283	— 1.1	342,969	— 1.0	19.84	(1)	35.6	— 1.1	55.6	+ 1.0
Knit Goods—Flat.....	10	5,310	— .9	116,156	+ 3.1	21.87	+ 4.0	41.6	+ 1.4	52.5	+ 2.5
Lumber (Including Planing Mills)	57	4,496	— 3.8	97,090	— 2.5	21.59	+ 1.3	42.3	— .9	50.9	+ 2.2
Paper Boxes (Corrugated, Folded & Set-Up)	18	1,085	— 3.7	23,106	— .3	21.29	+ 3.4	42.3	+ 5.7	50.3	— 1.9
Pulp Mills	4	3,154	— 3.4	123,296	— 3.8	39.09	— .4	43.3	— 2.9	90.2	+ 2.6
Printing & Publishing	26	670	— 1.1	22,679	+ 2.1	33.84	+ 3.2	38.8	+ 1.3	87.0	+ 1.8
Rayon Goods	21	8,118	— .7	205,902	— .6	25.36	+ .1	41.9	— .7	60.3	+ .6
Tobacco Products (Snuff, Cigarettes, & Chewing Tob.)	8	12,286	+ 2.5	382,974	+ 2.9	31.17	+ .3	42.7	— .6	72.9	+ 1.1
Woolen Mills	6	3,815	— .9	97,889	— 1.5	25.65	— .5	41.0	(1)	62.4	— .4
Other Industries	239	40,497	— 2.2	1,608,156	(1)	39.71	+ 2.2	43.1	— .9	92.0	+ 3.1
<b>Non-Manufacturing Total</b> .....	650	13,346	+ 3.1	\$ 257,707	+ .4	\$19.30	— 2.6	40.4	— 2.1	47.7	— .4
Retail	407	7,052	+ 8.0	108,743	— .4	15.42	— 7.8	35.8	— 4.5	42.9	— 3.5
Wholesale	124	1,846	— .6	64,541	+ 1.2	34.96	+ 1.9	44.5	+ .9	78.3	+ .9
Laundries, Dyeing & Cleaning	32	1,603	— 5.3	26,559	— .6	16.56	+ 4.9	47.7	+ 2.1	34.7	+ 2.9
Mines & Quarries	33	922	— 3.2	20,927	+ .5	22.69	+ 3.8	42.9	+ 1.9	52.8	+ 2.1
Public Utilities	Insufficient data at time of release										
Hotels	19	1,334	+ 1.5	17,019	+ 1.3	12.75	— .3	46.4	— 1.6	27.4	+ 1.4
Other Lines of Trade	35	589	— 1.1	19,918	+ 3.1	33.81	— 4.3	45.1	+ .2	74.9	+ 4.1
<b>Total—All Manufacturing &amp; Non-Manufacturing</b> .....	1,667	262,570	— 1.0	\$6,832,844	+ .4	\$26.02	+ 1.5	40.4	— .4	64.3	+ 2.2
(1) Less than .1 per cent.											

the people who really have less to give than any other group—are going to support this great relief effort with the same whole-hearted and generous spirit that they always manifest when confronted with the sufferings of their brothers and sisters in foreign lands.

When the war in Europe comes to an end, there will exist a need for hundreds of millions of dollars with which to purchase immediate necessities for the uprooted and starving populations. As an organized group, the United Nations Relief, working in cooperation with the CIO War Relief Committee and other member organizations of the National War Fund, are doing much to alleviate the suffering of war victims. We can help both by giving generously out of our own pockets and by lending our support to local fund-raising campaigns.

We should remember that what we give is not charity. It is not charity to relieve the suffering of peoples who for years have been fighting our enemies.

## September Report Shows Rise in Hourly Earnings

Small general increases were made in average hourly and weekly earnings in 1,667 North Carolina industrial establishments during September.

Average hourly wages ranged from 27.4 cents for wage earners in hotels to 90.2 cents in pulp mills, while the average for all industries increased 2.2 per cent to 64.3 cents an hour.

The reporting plants employed 262,570 workers and had a weekly payroll of \$66,832,844. The average workweek remained at a point slightly above 40 hours in length.

Average hourly wages in manufacturing industries were 17.5 cents higher than in the non-manufacturing group.

Average hourly wage rates reported by the various manufacturing industries were as follows: pulp mills, 90.2 cents; printing and publishing, 87; full-fashioned hosiery, 73.4; tobacco products, 72.9; woolen mills 62.4; rayon, 60.3; dyeing and finishing, 58.3; cotton textiles, 57.5; seamless hosiery, 55.6; furniture, 54.5; flat knit goods, 52.5; fertilizer, 51.6; lumber, 50.9; paper

(Continued on page 3, col. 3)



# DIVISION OF STANDARDS AND INSPECTIONS

## STATE INSPECTIONS

Inspectors of the Department of Labor inspected a total of 922 mercantile, service, mining, and manufacturing establishments under the provisions of the North Carolina Labor Laws during the month of September. These establishments employed 30,463 persons.

A total of 1,925 violations were reported by the inspectors, and compliance with various provisions of the law was secured in 1,282 cases.

Child labor infractions accounted for a little more than one-third of the total number of violations. Among the 793 child labor violations reported, 718 were corrected immediately.

The violations were reported as follows:

Hour Law .....	25
Time Records .....	26
Child Labor .....	793
Drinking Facilities .....	40
Sanitation .....	184
Seats .....	5
Safety Code Violations .....	503
Miscellaneous .....	398

The inspectors investigated ten complaints during the month. Most of the complaints alleged that children under 18 years of age were being worked excessively long hours, or without employment certificates. Other complaints concerned adult men and women, who were alleged to be working hours longer than those permitted by the Maximum Hour Law. Investigation resulted in the correction of violations in seven cases, and in three other cases the complaints were not substantiated.

## Wage-Hour and Public Contracts Inspections

A total of 153 inspection cases were closed in North Carolina under the Fair Labor Standards Act and the Public Contracts Act during September, and unpaid back wages amounting to \$27,529.19 were secured for 609 employees.

Analysis of the inspections showed that of 136 firms covered by the Wage-Hour Law, 65 were in compliance and 71 were violating. There were minimum wage and overtime violations in 30 firms and violations of the record requirements in 41.

The more than \$27,000 in wage restitution was paid by 35 establishments which were found in violation of the wage and hour provisions.

A total of 104 additional safety and health inspections under the Public Contracts Act showed that 51 plants were in substantial compliance and 32 in violation.

## Over 80,000 Work Permits Issued to Minors Since Pearl Harbor

The fact that minors under 18 years of age in North Carolina have done much to help alleviate the labor shortages of the last two years is borne out by figures compiled by the Division of Statistics of the Department of Labor.

Latest figures show that from Pearl Harbor through September this year—a period of approximately 22 months—a total of 81,773 certificates have been issued in the State.

## War Labor Board Approval Necessary for Stores to Remain Closed Half-Day Each Week

Operators of mercantile and service establishments who wish to continue closing for a weekly half-holiday during the fall, winter and spring seasons must file application for approval of the practice with the War Labor Board, according to Mrs. Pauline W. Horton, Wage-Hour representative and WLB agent for North Carolina.

Mrs. Horton has been notified by Dr. M. T. Van Hecke, chairman of the southeastern War Labor Board in Atlanta, that "Board approval will be necessary for the continuance or initiation of any weekly holiday where there is to be no corresponding reduction in compensation."

Applications will be judged with reference to the prevalence of such holidays in the particular community, the customary practice in the particular line of business, and by the employers showing that the number of hours worked weekly will not be reduced below 48 or the present work week, whichever is lower, Mrs. Horton said.

The restriction concerning holidays does not apply to employers of eight or less employees.

"Employers who have continued or begun the half-holiday practice since the end of the summer exemption period on September 15 will be deemed to have acted in good faith provided they apply for WLB approval by November 15," the WLB agent stated.

Employers may obtain application forms, and assistance in filing these forms, from the Wage-Hour office in Raleigh.

## 40-Cent Minimum Wage Nears For All Workers Covered By Fair Labor Standards Act

(Continued from page 1)

New York recently forwarded its recommendation for establishment of a 40-cent minimum in that industry.

The 40-cents-an-hour minimum for straight time work had previously been put into effect or recommended as a result of industry committee action for all other industries covered by the Wage and Hour Law. In the Communication, Utilities, and Miscellaneous Transportation Industries, the 40-cent minimum will go into effect if the Administrator of the Wage and Hour and Public Contracts Divisions, after a public hearing, approves the recommendation and issues a wage order.

The establishment of a 40-cent minimum in all industries covered by the Wage and Hour Law was provided for in the Act as passed by Congress within seven years from its enactment on October 24, 1938. If the Administrator approves the latest recommendations, the statutory goal will have been reached approximately two years ahead of time.

This attainment almost coincides with the fifth anniversary of the Wage and Hour Law, which fell on October 24, 1943.

## MONTHLY REPORT Veterans' Service Division

—FRANK M. SASSER, Service Officer—

September, 1943

Letters Written .....	375
Folders Reviewed .....	267
Examinations Secured .....	52
Hospitalizations .....	25
Field Contacts Reclaims .....	36
Personal Interviews .....	212
Appearances Before Rating Board .....	157
New Cases .....	101
Old Cases .....	543
Total Cases .....	644
Pensions .....	10
Compensations .....	22
Increased Benefits .....	\$ 1,908.45
Back Benefits .....	6,213.46
Insurance Benefits .....	41,796.00
Total Benefits .....	\$49,917.91

## Decline in Child Labor Noted As Fall School Term Begins

A total of 4,013 children under 18 years of age were certified for work in North Carolina industries during September.

This number represents a decline of 426 from the August report, which indicated that 4,439 children were issued work permits.

Of the children certified for work during September, 3,117 were 16 and 17 years of age; 869 were 14 and 15 years old; and 27 were boys aged 12 and 13 who took news delivery jobs. All of the children in the 14 and 15 year age groups took jobs in mercantile and service trades. Among those 16 and 17 years old, 1,761 went to work in manufacturing industries; 1,329 others took jobs in non-manufacturing trades.

Commissioner Shuford attributed the decline during the past two months to the decrease in part-time and vacation work permits issued and the return of many children to school after the summer vacation.

## Amendment to Child Labor Regulations Permits Children Aged 14 and 15 to Work in Raw Shrimp Industry

(Continued from page 1)

picking shed in or about which minors between 14 and 16 years of age are employed.

This amendment of the regulations followed a public hearing at Washington, D. C., September 17, 1943 on a petition filed by a group of operators of raw shrimp houses in the State of North Carolina.

## September Report Shows Rise in Hourly Earnings

(Continued from page 2)

boxes, 50.3; brick, tile and terra cotta, 50.1; cottonseed oil, 43.9.

Among the group of non-manufacturing industries, including retail, wholesale, mining and service establishments, hourly wages averaged 47.7 cents. Highest wages in the group were paid by wholesale establishments, averaging 78.3 cents.



# September Building Permits

Prepared by Statistical Division

## September Building 22 Percent Below August

Building expenditures in the 26 largest North Carolina cities during September was 22.0 per cent below that of August this year, and 64.1 per cent below that of September 1942. Total number of permits issued in September was 451; estimated cost of construction was \$209,503. Of this amount \$9,800 was for residential buildings, \$37,177 for non-residential buildings, \$162,526 for additions, alterations, and repairs.

Wilmington led the cities. High Point was second and Winston-Salem third.

## Hamlet Leads Towns

Reporting towns of less than 10,000 in population reported \$54,776 spent for construction during September. Of this amount \$37,550 was spent for residential buildings, \$1,815 for non-residential buildings, and \$15,411 for additions, alterations and repairs.

Hamlet was first with an expenditure of \$33,000. Mooresville was second and Lumberton third.

Towns reporting included Asheboro, Belmont, Clinton, Edenton, Forest City, Hamlet, Kings Mountain, Lenoir, Lincolnton, Lumberton, Mooresville, Morehead City, Mount Airy, North Wilkesboro, Roanoke Rapids, Rockingham, Southern Pines, Spindale, Washington and Williamston.

## July Employment Figure Same As One Year Ago

However, Manufacturing Employment Up 9,000 from July 1942

Latest monthly report from the Bureau of Labor Statistics of the United States Department of Labor shows that non-agricultural employment in North Carolina in July was exactly the same as it was in July 1942—about 721,000 workers. The figure covers all types of industrial and business activity.

The July figure, however, was 3,000 less than the 724,000 total reported for June this year.

In manufacturing industries alone, employment was 386,000 in July, a decline of 1,000 from the June figure of

387,000. Manufacturing employment was still up 9,000 over the 377,000 reported for July last year.

## Type of September Building Construction in 26 Reporting Cities

TYPE OF BUILDING	Buildings for Which Permits were Issued	
	No.	Cost
<i>Residential Buildings:</i>		
One-family dwellings.....	14	\$ 9,800
Total.....	14	9,800
<i>Non-Residential Buildings:</i>		
Churches, (Include Parish Halls and Sunday School Rooms).....	2	\$ 715
Factories, bakeries, ice plants, laundries and other shops....	3	14,150
Garages, private, (when separate from dwelling).....	20	3,002
Office buildings, including banks.....	3	997
Public works and utilities....	1	400
Sheds, poultry houses, contractors' temporary offices, etc. ....	14	1,788
Stores and other mercantile buildings.....	5	8,875
All other non-residential.....	10	7,250
Total.....	58	\$ 37,177
<i>Additions, Alterations, and Repairs on Residential Buildings:</i>		
Housekeeping dwellings.....	294	\$ 85,565
On non-residential buildings....	85	76,961
Total.....	379	\$162,526

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES, SEPTEMBER, 1942, AND SEPTEMBER, 1943

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	Sept. 1942	Sept. 1943	Percentage Change	Sept. 1942	Sept. 1943	Percentage Change
Total.....	501	451	- 9.9	\$583,060	\$209,503	-64.0
Residential buildings.....	113	14	-87.6	342,738	9,800	-97.1
Non-residential buildings.....	46	58	+26.0	63,990	37,177	-41.9
Additions, alterations and repairs.....	342	379	+10.8	176,332	162,526	- 7.8

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES, AUGUST, 1943, AND SEPTEMBER, 1943

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	August 1943	Sept. 1943	Percentage Change	August 1943	Sept. 1943	Percentage Change
Total.....	474	451	- 4.8	\$268,745	\$209,503	-22.0
Residential buildings.....	15	14	- 6.6	12,390	9,800	-20.9
Non-residential buildings.....	43	58	+34.8	87,562	37,177	-57.5
Additions, alterations and repairs.....	415	379	- 8.6	168,793	162,526	- 3.7

## SUMMARY OF SEPT., 1943, BUILDING CONSTRUCTION WORK IN 26 PRINCIPAL CITIES OF NORTH CAROLINA

Total of September, 1942, Included for Comparison

CITY	No. of Buildings	Private Construction	NEW RESIDENTIAL BUILDINGS				NEW NON-RESIDENTIAL BUILDINGS		ADDITIONS, ALTERATION, AND REPAIRS		ESTIMATED COST OF ALL CONSTRUCTION WORK	
			ESTIMATED COST		NO. FAMILIES		Sept. 1942	Sept. 1943	Sept. 1942	Sept. 1943	Sept. 1942	Sept. 1943
			Sept. 1942	Sept. 1943	Sept. 1942	Sept. 1943						
Total.....	14	\$9,800	\$342,738	\$9,800	113	14	\$63,990	\$37,177	\$176,332	\$162,526	\$583,060	\$209,503
Asheville.....												
Burlington.....	1	300		300		1		390	8,632	16,737	8,632	17,127
Charlotte.....			2,550		3		1,180	1,021	9,265	8,527	12,995	9,548
Concord.....									1,300	2,015	1,300	2,015
Durham.....			236,800		65		4,900		7,220	1,660	248,920	1,660
Elizabeth City.....			400		2		235		4,250		4,885	6,725
Fayetteville.....	8	1,600	100,288	1,600	40	8	1,280	747	10,083	9,135	111,651	11,482
Gastonia.....							1,200		2,000	7,500	3,200	7,500
Goldensboro.....	1	1,000		1,000	1			1,115		910		3,025
Greensboro.....							1,045	714	7,965	15,406	9,010	16,120
Hickory.....									325		325	
High Point.....							485	250	2,775	150	3,260	400
Kinston.....			500		1		1,210	14,815	17,146	27,140	18,356	41,955
Lexington.....							200	1,590	500	3,200	1,200	4,790
New Bern.....	1	3,000		3,000	1		275	200	2,615	725	2,890	925
Raleigh.....							500		400	1,000	900	4,000
Reidsville.....								400	1,165	3,177	1,165	3,577
Rocky Mount.....	1	600		600	1				150		150	
Salisbury.....							550	325	1,400	200	1,950	1,125
Shelby.....							50,420	375	6,070	1,945	56,490	2,320
Statesville.....									607	713	607	713
Thomasville.....												
Wilmington.....	2	3,300	2,200	3,300	2	2		200	300	475	300	675
Wilson.....							60	6,600	11,577	42,466	13,837	52,366
Winston-Salem.....									75		75	
							450	1,710	80,662	19,295	81,112	21,005



# Labor and Industry

*Monthly Bulletin of the Department of Labor, Forrest H. Shuford, Commissioner*

Vol. X

RALEIGH, N. C., DECEMBER, 1943

No. 12

## Worker Safety Vital To War Effort

### An Editorial

Signs are mounting that the war in Europe is moving toward its climax and that the big battles which will decide this phase of the war are not far away.

We all know how vitally important it is to keep an unbroken stream of supplies flowing to our men at the front in this critical period. We know that during the next few months our industrial machine must be kept in high gear and that every necessary worker must stay on the job to back up the great attacks which are coming.

During this time, we believe that the most important job of the Department of Labor is that of reducing the amount of time lost from war work on account of industrial accidents. Our inspectors have the job of inspecting industrial plants to secure compliance with the safety requirements of both State and Federal laws.

The urgent need for adequate safety inspection in North Carolina industry is well illustrated by some figures recently made public by the Industrial Commission. The number of injured workers hospitalized by the Commission increased from 3,988 in 1940 to 8,051 in 1942—more than doubled. The number of days spent in hospitals by injured workers also more than doubled—increasing from 37,487 in 1940 to 75,679 last year. Hospital expenses authorized by the Commission for these cases increased from \$151,385 in 1940 to \$227,160 last year. These figures represent days lost from production—much of it vital war work—by workers all of whom sustained injuries from on-the-job accidents.

Safety inspection is a complicated, technical job which requires the service of a well-trained inspector. An inspector making a safety inspection in an industrial plant looks over all hazardous machines to see that they are properly guarded at the danger spots; he looks for possible fire hazards and inspects the fire-prevention equipment; he checks the condition of floors, machinery, working tools, elevators, stairways and boilers; and he makes sure that adequate first-aid equipment is kept on hand for emergency use. These are just a few of the more obvious things a safety inspector looks for; there are many other things to be checked besides.

We know that this inspection work does a great deal to stop needless and wasteful on-the-job accidents. The employment of thousands of new and in-

## CHILD LABOR AND THE POST-WAR WORLD

### COMMITTEE REPORT STRESSES DANGER OF ILLITERACY

The vast increase in the number of children between 12 and 18 years of age who have quit school to go to work—many of them at abnormally high rates of pay—raises an important post-war problem involving literacy and the maintenance of our formerly high standards of education throughout the country.

A report made recently by the National Child Labor Committee, issued by Mrs. Gertrude Folks Zimand, general secretary, shows that a great many communities have experienced increases of from 500 to 700 percent in the number of working children during the year ended last September 30. Despite the difficulty of obtaining exact figures on recent child labor trends, the report estimates that 4,000,000 children were at work last summer in industry and agriculture and that at least 3,000,000 are now employed. Some 750,000 of the children are stated to be under 16 years of age.

The report indicates that in about three-fourths of the states children are legally allowed to leave school and go to work at the age of 14. Many thousands of them have done so, it adds. Other children, the report says, work before school hours, after school hours, on week-ends, and during vacations.

### Most Women Wage Earners in Piedmont Section

The percentage of women wage earners in North Carolina's manufacturing industries is almost twice as high in the industrial Piedmont section as in the predominantly rural coastal area.

This fact is shown in figures compiled by the Statistics Division of the State Department of Labor. According to a survey covering the month of October made by the Division, a total of 89,450 women were employed by 752 Piedmont firms. This was 46.3 percent of the total number of workers—both men and women—employed by the firms.

In the Coastal area, a survey of 163 manufacturing firms showed that of a total of 40,364 employees, 9,604—or 23.7 percent—were women.

The percentage of women wage earners in 124 firms surveyed in the mountain section was higher than on the coast, being 30 percent—or 10,130 women out of 25,915 employees.

Combined figures for the State as a whole showed 109,184 women out of 259,449 employees. Women comprised 42 percent of the labor force in 1,039 plants.

The percentage of women workers was highest in woolen, rayon, cotton textile, seamless hosiery, full-fashioned hosiery, knit goods, paper boxes, and tobacco products manufacturing industries.

"Children are engaged in every conceivable kind of employment—much of it work formerly done by adults and frequently unsuitable to young workers. Long hours and late night work are common. By and large, the child workers of today are well paid, many of them too well paid. Boys of 14 can make from 50 to 75 cents an hour; 16-year-olds can command \$40 to \$70 a week. Some youths on part-time jobs are reported to be earning more than their full-time teachers. As long as jobs are plentiful and wages high there will be no reduction in this number," declares the report.

"The war has demonstrated that one of the greatest child labor evils is the unregulated employment outside of school hours of children still attending school," the report continues. "The 14-year age now prevailing in about half the states should be established by law in all states and such work for minors 14 to 18 years should be limited as to the type and amount permitted at different ages.

"It will be imperative after the war to extend minimum wage legislation for minors. Despite plans that may be adopted for our post-war economy there is bound to be an overcrowded labor market and falling wages. It is in such periods that young workers are used to undercut adult wage scales. Present wage rates for school-age children are excessive in many cases and should drop. But there must be a min-

(Continued on page 4, col. 2)



# NORTH CAROLINA LABOR and INDUSTRY

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FORREST H. SHUFORD

Commissioner of Labor

MINNIE S. GOSNEY, Editor

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## Keep the Children in School

The leading article on the front page of this bulletin concerns a report on child labor conditions throughout the nation which should give concern to every citizen interested in the welfare of American children and in their future as adult members of society.

On the basis of figures showing the number of certificates which have been made permitting children under 18 years of age to go to work in North Carolina industries, it would seem that our State has about the same child labor problems as the majority of the states. The notable exception to this statement lies in the fact that North Carolina has one of the nation's most inclusive child labor laws.

More than 86,000 permits have been issued in North Carolina permitting minors to become gainfully employed since America entered the war. It is true that very many of these work permits were issued only for vacation and part-time work and that many others were reissued certificates. However, the total number—compared with the relatively small figures for the years previous to the war—is indicative of a trend toward the almost universal employment of children to take the place of adult workers who have been absorbed by war industry or the armed forces.

Children are required by North Carolina law to attend school until they are 14 years of age. Indirectly, the North Carolina Child Labor Law adds two additional years to this requirement by its provision that while school is in session, minors under 16 years of age may engage only in part-time work which does not interfere with their schooling. Children between the ages of 14 and 16 may not legally be employed during any of the hours when the public schools are in session.

This provision of the Child Labor Law has the effect of keeping in school a great many children whose education might otherwise come to a premature halt at the age of 14.

Nevertheless, there are a certain number of violations of this provision. In some instances, children between 14 and 16 years of age are found to be engaged in full-time work during the period of the year when school is in session. In the majority of these cases, the child is also found to be working without an employment certificate.

It is the duty of every parent to see to it that his or her child attends school regularly until the child has graduated from high school or has gone as far with his education as he is capable of going. There are doubtless a few exceptional cases where extreme

## Employment and Payrolls for North Carolina

Prepared by Statistical Division

Due to the new arrangement between the North Carolina Department of Labor and the Bureau of Labor Statistics, we have been able to increase the coverage of the statistical sample for North Carolina Employment and Payroll.

Your cooperation in supplying current information each month is earnestly desired and will be much appreciated. If your name is not on our mailing list, we shall be glad to add it in order that we might receive your employment data.

### Employment, Payrolls, and Earnings In All Manufacturing and Non-Manufacturing Industries SEPTEMBER-OCTOBER, 1943

INDUSTRIES	No. Firms Reporting	EMPLOYMENT			PAYROLLS			AVERAGE WEEKLY EARNINGS			AVERAGE HOURS PER WEEK PER MAN			AVERAGE HOURLY EARNINGS		
		Number Sept., 1943	Oct., 1943	% Change Over Month	Amount Sept., 1943	Oct., 1943	% Change Over Month	Amount Sept., 1943	Oct., 1943	% Change Over Month	Amount Sept., 1943	Oct., 1943	% Change Over Month	Am't Cts. Sept., 1943	Oct., 1943	% Change Over Month
Mfg. Total	1,036	258,849		+ .2	\$6,881,994		+ .1	\$26.63		+ .1	41.2		+1.4	64.4		-1.5
Brick, Tile, Terra Cotta	13	648		- 1.9	13,432		+ .3	20.72		+2.3	42.2		+3.9	49.0		-1.4
Cotton Goods	302	120,606		X	2,790,720		X	23.13		X	40.6		+1.5	56.8		-1.5
Cottonseed—Oil	11	701		+32.2	15,608		+33.4	22.26		+ .9	50.7		+ .9	43.8		+ .2
Dyeing & Finishing	18	4,288		X	102,821		+7.6	23.97		+7.6	40.6		+6.5	58.9		+1.0
Fertilizer	40	1,391		+11.1	32,753		+15.0	23.54		+3.5	44.8		+3.9	52.4		+ .3
Furniture	76	13,801		- 3.2	314,218		- 1.0	22.76		+2.2	41.1		+1.7	55.2		+ .3
Hosiery—FF	57	13,938		- 1.2	399,072		+ .8	28.63		+2.0	38.3		+1.5	74.7		+ .6
Hosiery—Seamless	121	17,150		+ .9	349,029		+4.5	20.53		+3.5	36.5		+3.1	55.6		+ .3
Knit Goods—Flat	10	5,291		- .3	118,984		+2.4	22.48		+2.7	42.5		+2.1	52.7		+ .3
Lumber (Including Planing Mills)	59	4,574		- 2.2	104,006		+2.3	22.73		+4.6	44.0		+3.5	51.6		+1.1
Paper Boxes (Corrugated, Folded & Set-Up)	18	1,135		+4.6	23,550		+1.9	20.74		-2.5	40.8		-3.5	50.8		+ .9
Pulp Mills	4	3,150		- .1	119,687		- 2.9	37.99		-2.8	42.5		-1.8	89.3		+ .9
Printing & Pub.	27	681		+ .4	22,705		- 1.2	33.34		-1.6	38.2		-1.7	87.1		No chg
Rayon Goods	22	8,324		- .1	214,126		+1.7	25.72		+1.9	42.7		+2.1	60.1		- .3
Tobacco Products (Snuff, Cigarettes, & Chewing Tob.)	8	12,569		+2.1	388,440		+1.0	30.90		-1.0	42.4		X	72.7		- .2
Woolen Mills	6	3,877		+1.6	106,587		+8.8	27.94		+7.1	42.9		+4.3	64.0		+2.7
Other Industries	244	46,725		+1.1	1,766,251		- 2.0	37.80		-3.1	43.8		+1.8	86.2		-3.7
Non-Mfg. Total	695	15,008		+3.5	287,875		+3.3	19.18		- .2	39.7		-1.9	48.2		+1.9
Retail	436	8,284		+7.2	130,598		+9.7	15.76		+2.3	34.9		-2.7	45.0		+5.1
Wholesale	144	1,970		+1.2	69,208		+ .4	35.13		- .7	44.2		- .6	79.4		No chg
Laundries, Dyeing & Cleaning	32	1,845		- .9	29,722		- 1.1	16.10		- .2	48.1		- .8	33.4		+ .6
Mines & Quarries	34	907		- 3.2	20,039		- 5.8	22.09		-2.7	43.6		+1.3	50.6		-3.9
Public Utilities	28	704		- .5	22,226		- 2.3	31.57		-1.8	44.4		-3.2	70.9		+1.4
Hotels	21	1,298		- 1.1	16,082		- 3.0	12.38		-1.9	45.8		+ .8	27.0		-2.5
Other Lines of Trade	4	+		+	+		+	+		+	+		+	+		+
Total—All Mfg. & Non-Mfg.	1,731	273,857		+ .4	\$7,169,869		+ .3	\$26.18		- .1	41.1		+1.2	63.6		-1.2

X Less than .1 Per Cent.

†Insufficient data at time of release.

poverty or other unusual conditions might justify a parent in permitting his minor child to accept full-time work. By and large, however, the parent who permits his child to leave school to go to work is failing in his duty as a parent and as a citizen.

This is true, war or no war. We are going to win the war, and we can do so without sacrificing the welfare of any of our children. If certain goods and services to which we are accustomed cannot be had without the full-time employment of school-age children, then it would be a hundred times better for us to do without those goods and services until the war is over.

Every parent who has a young child who is not in school should ask himself which of these things he rates more highly: goods, or the future of his child.

## Another War Christmas

On Christmas Day this year the traditional holiday festivities will be observed as usual in American homes.

Many homes will feel the absence of a person dearly beloved—a husband, father, son, or brother. Though the absent ones who will be missed are

scattered to the corners of the earth fighting to keep for America everything which Christmas means, this will be scant comfort for those who sit by an empty fireside or who eat Christmas dinner alone.

On this day we should all unite to make Christmas as happy a day as possible for those who may not be able to make it very happy by themselves. A visit, a small gift, or an invitation to dinner—these are little things which at a time like the present can become big things for many people.

And we should all unite in the resolve that for millions of our families and fighting men, this shall be the last War Christmas.

## Employment & Payrolls, October, 1943

Employment and payrolls remained relatively stable in 1,731 North Carolina industrial establishments during October.

Hourly earnings in 1,036 manufacturing establishments averaged 64.4 cents, a slight drop from September, while hourly earnings in mercantile and service industries averaged 48.2 (Continued on page 3, col. 2)



# DIVISION OF STANDARDS AND INSPECTIONS

## STATE INSPECTIONS

A total of 617 manufacturing, mercantile, service and mining establishments employing 20,172 workers were inspected under the provisions of the North Carolina Labor Laws during October.

The inspectors reported 1,651 violations of the Labor Laws, rules and regulations. Compliance with the law was secured in 491 cases.

The violations were as follows:

Hour Law .....	26
Time Records .....	21
Child Labor .....	725
Drinking Water Facilities .....	16
Sanitation .....	117
Seats .....	4
Safety Code Violations .....	402
Miscellaneous .....	340

Compliance with the child labor provisions of the law was secured in 252 cases where there was evidence of violations.

### Complaint Investigations

A meat packing firm was investigated on a complaint alleging that drivers employed by the company were working as much as 72 hours a week and were being paid for only 60 hours of work. The investigation revealed that one employee worked excessive hours during one week, but was paid overtime after 40 hours. The management promised compliance with the maximum hour provisions of the law in the future.

A complaint was received alleging excessive heat in the spinning department of a mill. Investigation failed to substantiate this anonymous complaint.

A food market was investigated on a complaint alleging that a 15-year-old boy was working from 7 a.m. to 7 p.m. The investigation revealed that a 17-year-old boy was employed without an employment certificate and that no schedule of working hours was posted for him. It was also found that a hand-rail was needed at a stairway. The management promised to comply with the law.

A complaint was received from a former employee of a restaurant alleging that he had worked for two months without a day off and had worked from 5 a.m. until 6 p.m. Investigation failed to reveal any violations of the State Law with respect to either male or female employees.

There were no prosecutions during the month.

### Wage-Hour and Public Contracts Inspections

The Department of Labor closed a total of 201 inspection cases under the Wage and Hour Law and the Public Contracts Act during October.

Among 156 firms covered by the Wage-Hour Act, 65 were found in compliance and 91 in violation. Thirty of the firms violated the minimum wage and overtime provisions of the Act and 82 failed to keep the required employee and payroll records.

Among 32 firms in which inspections under the Public Contracts Act were made concurrently with the wage-hour inspections, 28 were found in compliance and only four in violation.

A total of almost \$9,800 in unpaid back wages was secured for 424 workers who had not been paid in accordance with the minimum wage and overtime rate requirements of the two federal acts. The payments were made by 31 establishments.

### War Labor Board Agent Gives Statement On Christmas Bonuses

"Christmas or year-end bonuses and gifts to employees larger in amount or computed on a different basis than in 1942 will not be approved by the War Labor Board," it was pointed out recently by Mrs. Pauline W. Horton, federal Wage-Hour and WLB agent.

Mrs. Horton explained that the only exceptions to this rule will be in cases where the non-payment of a bonus or gift would be "grossly inequitable and would result in a manifest injustice to the employees involved."

This policy is the result of instructions issued to regional boards by the National War Labor Board, Mrs. Horton stated. She said that these are the same instructions that were issued last year for the purpose of preventing pay increases not permissible under the Wage Stabilization Act.

Mrs. Horton said she has been notified by Dr. M. T. Van Hecke, WLB regional chairman, that the same plan of Christmas bonus payments used in 1942 may be used again this year without the necessity of securing WLB approval in each individual case. The bonus or gift may be paid without approval if, in a fixed amount, the total amount for 1943 does not exceed the total paid to the employee for like work in 1942. If the bonus is computed on a percentage or similar basis, the method of computation must not be changed so as to yield a greater amount this year than in 1942. A greater amount may be paid when resulting from the same method of computation. Such bonuses, however, are subject to the withholding tax, which the employer cannot pay without WLB approval.

"In cases where the employer is in doubt, applications should be made as early as possible to the Wage-Hour office, accompanied by sufficient information to enable the Regional Board in Atlanta to apply the above criteria," Mrs. Horton said. North Carolina's Wage-Hour office is located in the Labor Building in Raleigh.

### Employment & Payrolls, October, 1943 (Continued from page 2)

cents, increasing almost two percent over the month. The over-all average hourly wage for both manufacturing and non-manufacturing industries was 63.6 cents, a drop of 1.2 percent from September.

The reporting plants employed 273,857 workers and had a total weekly payroll of \$7,169,869. The length of the workweek rose 1.2 percent to 41.1 hours.

Average hourly wages reported by the manufacturing industries were as follows: pulp mills, 89.3 cents; printing and publishing, 87.1; full-fashioned hosiery, 74.7; tobacco products, 72.7;

## MONTHLY REPORT Veterans' Service Division

—FRANK M. SASSER, Service Officer—

November, 1943

Letters Written .....	374
Folders Reviewed .....	304
Examinations Secured .....	47
Hospitalizations .....	19
Field Contracts Reclaims .....	25
Personal Interviews .....	199
Appearances Before Rating Board .....	211
New Cases .....	119
Old Cases .....	542
Total Cases .....	671
Pensions .....	24
Compensations .....	20
Increased Benefits .....	\$ 2,174.00
Back Benefits .....	7,074.17
Insurance Benefits .....	15,000.00
Total Benefits .....	\$24,248.17

### Employment Increases 22,000 During August

North Carolina industries employed a total of 743,000 workers in August—22,000 more than during July—according to the latest report on non-agricultural employment issued by the Bureau of Labor Statistics of the United States Department of Labor.

The August figure was still 8,000 below the 751,000 workers employed in August 1942, the report shows.

Manufacturing industries alone employed 384,000 workers, an increase of 6,000 over August last year. This number, however, was 2,000 less than the number of manufacturing wage earners employed in July.

### October Child Labor Report

A total of 4,430 children under 18 years of age were certified for work in North Carolina industries during October, the State Labor Department reported recently.

From the group of 3,307 children 16 and 17 years of age, 1,912 went to work in manufacturing industries and 1,390 took jobs in mercantile and service industries, the report shows.

A total of 1,101 minors aged 14 and 15 were certified for work during the month.

Of all the minors certified, 2,507 were boys and 1,923 were girls.

The number of permits issued last month increased by more than 400 over the September figure.

"The most important educational task of today is to teach an understanding of the present and a comprehension of the possible tomorrow by an accurate knowledge of yesterday."—Nicholas Murray Butler.

woolen mills, 64; rayon, 60.1; dyeing and finishing, 58.9; cotton textile, 56.8; seamless hosiery, 55.6; furniture, 55.2; knit goods, 52.7; fertilizer, 52.4; lumber, 51.6; paper boxes, 50.8; brick, tile and terra-cotta, 49; cottonseed oil, 43.8.

Highest wages among the non-manufacturing industries, including wholesale, retail, mining and service establishments, were paid by wholesale firms, averaging 79.4 cents an hour.



# October Building Permits

Prepared by Statistical Division

## Building in Cities Decreases 46.4 Per Cent

Estimated cost of construction during October was 46.6 per cent below that of October 1942.

During October 436 permits were issued for construction with estimated cost of \$359,786. Of this amount \$26,675 for Residential Building, \$184,647 for Non-residential Building, and \$148,464 for Additions, Alterations, and Repairs.

Wilmington led the cities of more than 10,000 population in estimated cost of construction with \$190,888, Asheville second with \$25,912 and Charlotte spending \$22,762.

## Towns Spend \$143,978

Towns reported an estimated cost of construction of \$143,978 during October. Of this amount \$4,000 was for Residential Building, \$2,610 for Non-residential Building, \$137,368 for Additions, Alterations, and Repairs.

Monroe led the towns with an expenditure of \$108,425, while Lincolnton was second, and Hendersonville third. Towns that reported were Asheboro,

Belmont, Cherryville, Edenton, Forest City, Hamlet, Hendersonville, Kings Mountain, Lenoir, Lincolnton, Lumberton, Monroe, Morehead City, Mount Airy, Roanoke Rapids, Southern Pines, Spindale and Washington.

## Child Labor and the Post-War World

(Continued from page 1)

imum beyond which they are not allowed to fall."

The report goes on to warn that the problems resulting from the present abnormal child labor situation will have to be dealt with during the post-war years. Thousands of young people who have left school prematurely to go to work will be without jobs after the war and will then be too old to return to high schools organized for children just out of grammar school.

Other serious post-war consequences may come from the distorted ideas concerning wages which working children are acquiring from their present employment, the report points out. Many young people will have to sharply revise their idea of what constitutes a fair wage. The report expresses the fear that much resentment and rebellion may be the result of this situation.

As an immediate program to combat some of the worst evils arising from

the child labor situation, the National Child Labor Committee recommends the following steps: encouraging children to continue their education; regulation of part-time employment, with definite limits placed upon the number of hours which may be worked and night work entirely prohibited; expansion of cooperative school and work projects; adoption of measures to safeguard the health of children; and strict enforcement of the present laws regulating child labor, with the complete stamping out of illegal employment.

"The world is awake, at last, to the knowledge that the rule of peoples by other peoples is not freedom, and not what we must fight to preserve." —Wendell Willkie in "Prefaces to Peace."

## Type of October Building Construction in 26 Reporting Cities

TYPE OF BUILDING		Buildings for Which Permits were Issued	
		No.	Cost
<b>Residential Buildings:</b>			
One-family dwellings	14	\$ 26,275	
One-family and two-family dwellings with stores or shops	2	400	
Total	22	\$ 26,675	
<b>Non-Residential Buildings:</b>			
Churches (include Parish Halls and Sunday School Rooms)	3	\$ 5,386	
Factories, bakeries, ice plants, laundries, and workshops	3	4,400	
Garages, public	7	4,647	
Garages, private (when separate from dwelling)	12	2,202	
Office buildings, including banks	1	159,000	
Sheds, poultry houses, contractors' temporary offices	9	367	
Stables and barns	2	2,065	
Stores and other mercantile buildings	7	5,930	
All other non-residential	3	650	
Total	47	\$184,647	
<b>Additions, Alterations, and Repairs</b>			
Housekeeping dwellings	291	\$ 77,233	
Non-housekeeping dwellings	3	2,575	
On non-residential buildings	73	68,656	
Total	367	\$148,464	

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES, OCTOBER, 1942, AND OCTOBER, 1943

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	Oct. 1942	Oct. 1943	Percentage Change	Oct. 1942	Oct. 1943	Percentage Change
Total	486	436	-10.2	\$672,442	\$359,786	-46.4
Residential buildings	140	22	-84.2	458,511	26,675	-94.1
Non-residential buildings	33	47	+42.4	7,668	184,647	+2308.0
Additions, alterations and repairs	313	367	+17.2	206,263	148,464	-28.0

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES, SEPTEMBER, 1943, AND OCTOBER, 1943

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	Sept. 1943	Oct. 1943	Percentage Change	Sept. 1943	Oct. 1943	Percentage Change
Total	451	436	-3.3	\$209,503	\$359,786	+71.7
Residential buildings	14	22	+57.1	9,800	26,675	+172.1
Non-residential buildings	58	47	-18.9	37,177	184,647	+396.6
Additions, alterations and repairs	379	367	-3.1	162,526	148,464	-8.6

## SUMMARY OF OCT., 1943, BUILDING CONSTRUCTION WORK IN 26 PRINCIPAL CITIES OF NORTH CAROLINA Total of October, 1942, Included for Comparison

CITY	No. of Buildings	Private Construction	NEW RESIDENTIAL BUILDINGS				NEW NON-RESIDENTIAL BUILDINGS		ADDITIONS, ALTERATION, AND REPAIRS		ESTIMATED COST OF ALL CONSTRUCTION WORK	
			ESTIMATED COST		NO. FAMILIES							
			Oct. 1942	Oct. 1943	Oct. 1942	Oct. 1943	Oct. 1942	Oct. 1943	Oct. 1942	Oct. 1943	Oct. 1942	Oct. 1943
Total	22	\$26,675	\$458,511	\$26,675	173	22	\$7,668	\$184,647	\$206,263	\$148,464	\$672,442	\$359,786
Asheville	1	8,000		8,000		1	150	350	5,595	17,562	5,745	25,912
Burlington			3,000		14						3,000	
Charlotte							300	6,026	17,788	16,736	18,088	22,762
Concord			575		1		200		1,325	5,210	2,100	5,210
Durham	1	4,000	243,046	4,000	89	1			10,676	5,070	253,722	9,070
Elizabeth City	1	475	208,000	475	52	1	475		250	275	208,725	750
Fayetteville	9	1,800	2,390	1,800	14	9	350	800	7,862	4,895	10,602	7,495
Gastonia									300	400	300	400
Goldensboro	5	8,850		8,850		5		650		6,275		15,775
Greensboro							308	4,529	4,645	13,843	4,953	18,372
Greenville								400		250		650
Hickory							150		1,435	1,300	1,585	1,300
High Point							3,300	1,365	13,158	18,986	16,458	20,351
Kinston	1	200	500	200	1	1	1,500	500		1,300	2,000	2,000
Lexington							25		865	1,025	890	1,025
New Bern	1	600		600		1	250		495		745	600
Raleigh								4,647	5,498	1,945	5,498	6,592
Reidsville												
Rocky Mount							300	700		1,200	700	1,500
Salisbury			200		1		275	1,080	2,570	6,045	3,045	7,125
Shelby								4,000	700	992	700	4,992
Statesville												
Thomasville										200		200
Wilmington	2	1,250	800	1,250	1	2		159,350	15,705	30,288	16,505	190,888
Wilson							600			450		1,050
Winston-Salem	1	1,500		1,500		1	385	50	116,696	14,217	117,081	15,767



## NORTH CAROLINA

# Labor and Industry

*Monthly Bulletin of the Department of Labor, Forrest H. Shuford, Commissioner*

Vol. XI

RALEIGH, N. C., JANUARY, 1944

No. 1

### Labor Commissioner Addresses Monarch Elevator Company Employees

"The majority of elevator users in North Carolina have been able to obtain priority ratings which permitted them to secure new equipment when their old elevators were hazardous and beyond repair," Commissioner Shuford told Monarch Elevator Company employees and their guests at the company's annual Christmas Party.

"Considering the general shortage of machine parts, it is fortunate that the most hazardous equipment has been replaced by new equipment," the Commissioner said.

Mr. Shuford pointed out that we are accustomed to take for granted the perfect operation of such machines as elevators, since these are necessary to the every-day conduct of our machine civilization.

"It takes only a slight imperfection in one of these machines to cause injury or death," he stated. "That is the reason for the elevator inspection service which the Department of Labor renders to the people of North Carolina. To the public, this is an almost unnoticed type of work, yet it is just as essential to life and welfare—and to the successful prosecution of the war on the production front—as is the maintenance in good condition of highways, bridges, and railways."

The Commissioner said that during the past year the State Elevator Inspector found it necessary to condemn 15 old and hazardous machines, and that 14 of these had been replaced by new elevators. He added that a total of 53 new elevators have been installed in the State during the year. The Elevator Inspector has also made numerous recommendations for the installation of new parts in order to keep in service elevators which were not yet hazardous, he said.

### Number of Women In State Industries Shows Increase

The percentage of women wage earners in the manufacturing industries of North Carolina increased slightly during November.

Combined figures for the State showed 108,970 women out of 258,001 employees in 1,032 plants.

Percentage of women workers was highest in the following industries: knit goods, 72.4 percent; seamless hosiery, 71.6; full-fashioned hosiery, 64.1; paper boxes, 62.3; rayon, 49.3; woolen mills, 45.2; tobacco products, 44.4; cotton textile, 44.3.

### 1943 WAS ACTIVE YEAR FOR LABOR DEPARTMENT

SAFETY INSPECTION AND CONCILIATION WORK STRESSED;  
STATISTICS, VETERANS' BUREAU EXPANDED

The job of the North Carolina Department of Labor is to serve the industrial population of the State by enforcing the labor laws. During the year 1943, the Department continued this work in the same manner as in the past, but with renewed emphasis upon certain activities which we consider important to the war effort, such as industrial safety inspection and conciliation work.

Under the North Carolina Labor Laws we make inspections for compliance with the Maximum Hour Law, the Child Labor Law, and the Safety and Health Regulations. Approximately 6,793 inspections were made under these laws during the year.

Through a cooperative agreement with the Wage and Hour and Public Contracts Divisions of the United States Department of Labor, we have the duty of administering the Fair Labor Standards Act and the Public Contracts Act in this State. During the year 1943 we made approximately 2,240 inspections under the Wage and Hour Law. The Department was also instrumental in obtaining payment of about \$210,000 to employees who were not paid in accordance with the minimum wage or overtime provisions of this Act. These payments were made

### Manufacturing Employment Still High In State

Three thousand more workers were employed in North Carolina's wartime manufacturing industries in September than in the same month last year, according to the latest report received here from the Bureau of Labor Statistics of the U. S. Department of Labor.

The report shows that 379,000 employees worked in manufacturing jobs in the State in September, as compared with 376,000 in the same month last year. However, the September figure was 5,000 below the 384,000 total reported for August this year.

In non-agricultural employment as a whole, employment dropped 13,000 over the year, declining from 755,000 in September 1942 to 742,000 in September this year. The decline from the month of August this year was about 1,000.

The still high employment rate in manufacturing industries may be attributed to North Carolina's substantial contribution to war production, which has mounted sharply over the past two years. The over-all decline in non-agricultural employment is due principally to the draining of civilian manpower by the military draft.

to more than 7,660 employees by some 500 firms. In addition to the wage-hour inspections, numerous inspections were made concurrently to secure compliance with the Public Contracts Act, with emphasis placed upon safeguarding the health and assuring the safety of workers engaged upon government contracts.

In order to insure a steady flow of war materials from our factories to the fighting fronts, an effort was made during the year to eliminate time-killing accidents in industry by increasing the scope of our safety inspection activities. A full-time safety inspector was assigned to work in each of the seven inspection districts of the State.

One of the most important of the Department's activities in wartime is conciliation, which helps to avert work stoppages by bringing together the divergent viewpoints of labor and management. During the year a total of 167 situations involving employer-employee relations occurred in which conciliation was found to be necessary. These situations affected, directly or indirectly, the productivity of over 80,000 workers. Forty-seven of these situations represented work stoppages which affected the work of over 33,000 employees in manufacturing, mercantile and service industries. On the whole, the work stoppages were of short duration and direct government contracts were not seriously affected. No substantial amount of time was lost from production.

The Veterans' Service Division, which assists all veterans and their families in securing hospitalization, compensation and pensions, anticipates a tremendous expansion of its activities in the near future as a result of war casualties. During the past year the Division helped to secure approximately \$170,000 in benefits for veterans and their widows and orphans.

The Division of Statistics, which assembles monthly data on industrial employment, payrolls, wage scales, child labor, and other valuable information continued and enlarged its activities during the year. Increased numbers of firms were surveyed each month in order to obtain a more representative statistical sample of North Carolina industries. This Division of the Department is also being expanded as rapidly as conditions will permit.

(Continued on page 4, col. 3)



# NORTH CAROLINA LABOR and INDUSTRY

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FORREST H. SHUFORD

Commissioner of Labor

MINNIE S. GOSNEY, Editor

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## Our Debt to the Men Who Fight

Another year of toil and struggle has rolled by. The year just behind us was one of which we as a nation may be proud—a year in which Americans in the Twentieth Century vindicated the way of life which their ancestors built upon this continent and which they themselves have helped to sustain.

The new year is to be one of fighting and work to back up the fighting. It will bring crushing personal loss and sacrifice to many thousands of us. That is the price we pay for the victory of our arms. It is the price we now pay for our insane follies of the past, and for those of all the other great nations in the war.

Every American has a duty to the men who have died and who are about to die. That duty is to see to it that the terrible blood sacrifice of these years will have not been for nothing but will have cleared the ground for a more satisfactory organization of life on this planet.

The follies of individuals created the conditions which led to this war. Individually we are paying the price, in suffering and death. Although the crimes against humanity which our enemies have perpetrated so freely were ordered by the enemy leadership, we are holding the individual perpetrators responsible. In the same manner, every great collective action boils down to the acts of individuals and the responsibility of each person.

Therefore we are individually responsible for the creation of a better state of things after this war has been fought to its conclusion. That is our debt to those who suffer and die. The young American men who grapple with the enemy are not giving their lives for abstractions. They are not fighting for empire, markets, free trade, monopoly, free enterprise, competition or socialism. They are fighting simply because there is a huge, dirty job to be done and they have been selected or have volunteered to do it.

The shape of the future world is being determined even as the great battles and campaigns which will make that world possible are being planned and fought. The future will not be determined by men sitting down at a conference table after the end of hostilities. Agreements and pacts between nations are merely official confirmations of political situations which already have been achieved in fact. Therefore we may take

## Employment and Payrolls for North Carolina

Prepared by Statistical Division

Due to the new arrangement between the North Carolina Department of Labor and the Bureau of Labor Statistics, we have been able to increase the coverage of the statistical sample for North Carolina Employment and Payroll.

Your cooperation in supplying current information each month is earnestly desired and will be much appreciated. If your name is not on our mailing list, we shall be glad to add it in order that we might receive your employment data.

### Employment, Payrolls, and Earnings In All Manufacturing and Non-Manufacturing Industries OCTOBER-NOVEMBER, 1943

INDUSTRIES	No. Firms Reporting	EMPLOYMENT			PAYROLLS			AVERAGE WEEKLY EARNINGS			AVERAGE HOURS PER WEEK PER MAN			AVERAGE HOURLY EARNINGS		
		Number Oct., 1943	Nov., 1943	% Change Over Month	Amount Oct., 1943	Nov., 1943	% Change Over Month	Amount Oct., 1943	Nov., 1943	% Change Over Month	Amount Oct., 1943	Nov., 1943	% Change Over Month	Am't Oct., 1943	Nov., 1943	% Change Over Month
Mfg. Total.....	1023	260,330		+ .3	\$6,962,020		+ 1.0	\$26.74		+ .6	41.3		+ .4	64.6		+ .1
Brick, Tile, Terra Cotta.....	12	639		+ 1.7	12,882		- 1.3	20.15		- 3.0	41.0		- 2.8	49.0		- .2
Cotton Goods.....	299	121,106		+ .5	2,828,704		+ 1.5	23.35		+ .9	40.8		+ .4	57.1		+ .5
Cottonseed—Oil.....	11	648		- 7.5	14,562		- 6.7	22.47		+ .9	50.1		- 1.1	44.7		+ 2.0
Dyeing & Finishing.....	17	4,253		+ .1	102,921		+ .9	24.19		+ .7	41.1		+ .9	58.7		- .3
Fertilizer.....	39	1,651		+ 19.1	36,692		+ 12.0	22.22		- 5.9	42.4		- 5.7	52.3		- .1
Furniture.....	76	14,061		- .5	321,763		X	22.88		+ .6	41.3		+ .2	55.3		+ .3
Hosiery—F.....	59	14,699		- .3	429,753		+ .9	29.23		+ 1.2	38.7		+ .7	75.3		+ .4
Hosiery—Seamless.....	113	16,711		+ .5	347,217		+ 1.8	20.77		+ 1.2	37.0		+ .8	56.0		+ .3
Knit Goods—Flat.....	10	5,346		+ 1.0	126,884		+ 6.6	23.73		+ 5.5	41.8		- 1.6	56.6		+ 7.4
Lumber (Including Planing Mills).....	56	4,646		+ 1.5	104,340		X	22.45		- 1.5	42.8		- 2.9	52.3		+ 1.3
Paper Boxes (Corrugated, Folded & Set-Up).....	18	1,206		+ 6.2	26,312		+ 11.7	21.81		+ 5.1	41.9		+ 2.6	52.0		+ 2.3
Pulp Mills.....	4	3,118		- 1.0	116,947		- 2.2	37.50		- 1.2	42.0		- 1.1	89.2		- .1
Printing & Pub.....	27	691		+ 1.4	23,308		+ 2.6	33.73		+ 1.1	38.6		+ 1.0	87.2		+ .1
Rayon Goods.....	22	8,342		+ .2	208,373		- 2.6	24.97		- 2.9	41.6		- 2.5	60.0		- .1
Tobacco Products (Snuff, Cigarettes, & Chewing Tob.).....	8	12,756		+ 1.4	378,015		- 2.6	29.63		- 4.1	41.5		- 2.1	71.3		- 1.9
Woolen Mills.....	6	3,957		+ 2.0	107,349		+ .7	27.12		- 1.3	42.3		- 1.3	64.0		No Chg
Other Industries.....	246	47,139		+ 1.8	1,775,998		+ 1.0	37.67		- .8	43.7		- .2	86.0		+ .6
Non-Mfg. Total.....	673	15,329		+ 1.3	\$296,995		+ 2.4	\$19.37		+ 1.1	39.3		- .5	49.2		+ 1.8
Retail.....	418	8,275		+ 3.6	129,628		+ 3.3	15.66		- .3	34.1		- .5	45.8		- .2
Wholesale.....	140	2,231		- 1.6	75,315		+ 2.3	33.75		+ 4.0	44.0		+ .6	76.5		+ 3.2
Laundries, Dyeing & Cleaning.....	33	1,841		- .2	30,812		+ 3.7	16.73		+ 3.9	47.5		- 1.6	35.1		+ 5.7
Mines & Quarries.....	34	965		+ 1.3	21,147		+ 1.3	21.91		X	42.0		- 3.2	52.0		+ 3.3
Public Utilities.....	26	731		- 2.1	23,667		+ .2	32.37		+ 2.4	46.1		+ 3.5	70.1		- 1.2
Hotels.....	22	1,286		- 3.2	16,426		- .6	12.77		+ 2.6	46.6		+ 1.3	27.3		+ 1.1
Other Lines of Trade.....	†	†		†	†		†	†		†	†		†	†		†
Total—All Mfg. & Non-Mfg.....	1,696	275,659		+ .4	\$7,259,015		+ 1.0	\$26.33		+ .6	41.2		+ .4	63.8		+ .3

X Less than .1 Per Cent.

†Insufficient data at time of release.

heart in the fact that a degree of real cooperation is already being practiced among the "Big Four" powers of the United Nations.

What can the "common man"—the millions of working men and women—contribute to the establishment of a better world? How can the still small voice of each humble citizen make itself heard amid the hubbub, the headlines, the clatter of great impersonal events?

There are several ways in which the ordinary citizen can take an active part in determining the political and social fabric of the world. Perhaps the most important single thing he can do is to register and vote for the political candidates who represent the national and international programs which he favors. He can also bring pressure to bear through the churches and professional and civic organizations to which he belongs.

There are other more immediate ways in which the citizen can help to build the peace. The average man can materially shorten the war by placing his active support behind all of the home-front instruments of the war effort, such as war production, domestic and foreign relief, war bond campaigns, blood banks, and similar enter-

prises. The shorter the war is made, the less the cost will be in blood, money and destruction.

Actually, there is no possible way in which we can discharge the full debt to our men who have died and who will die in this struggle. One fact about all wars is that the price paid in human suffering is always out of proportion to the social results which follow. The least that the average man can do is to regard the war and its aftermath with the utmost seriousness and to place his full weight squarely behind the international cooperative programs which we hope will put an end to war for many generations.

### Employment & Payrolls, November, 1943

Both employment and total payrolls in 1,696 North Carolina industrial establishments increased slightly during November, and fractional increases were recorded in average weekly and hourly earnings in many industries.

Hourly earnings in 1,023 manufacturing plants averaged 64.6 cents, an increase of one-tenth of one percent over the month, while hourly earnings

(Continued on page 3, col. 2)



# DIVISION OF STANDARDS AND INSPECTIONS

## STATE INSPECTIONS

A total of 661 manufacturing, mercantile, service and mining establishments employing 24,595 workers were inspected under the provisions of the North Carolina Labor Laws and rules and regulations during November.

The inspectors reported a total of 1,709 violations of the Labor Laws, rules and regulations during the month. Immediate compliance with the provisions of the law was secured in 899 cases.

The violations were as follows:

Hour Law .....	16
Time Records .....	28
Child Labor .....	965
Drinking Facilities .....	14
Sanitation .....	123
Seats .....	9
Safety Code Violations .....	252
Miscellaneous .....	302

The great majority of the violations listed under "Child Labor" were infractions of the record keeping requirements such as failure of the employer to keep the required time records, failure to post a schedule of working hours, employing minors without the required certificate, and similar irregularities. Mercantile establishments were the chief offenders. Immediate compliance with the Child Labor Law was secured in 611 of the child labor cases after the employer had been informed of the existence of violations.

### Complaint Investigations

Two establishments were investigated during the month as a result of complaints received by the Department of Labor.

A laundry was investigated after receipt of a complaint which alleged that employees were being worked in excess of the provisions of the Maximum Hour Law. Investigation failed to substantiate the charges. No employee was found to have been worked in excess of 55 hours a week.

A car works company was investigated after receipt of a complaint alleging that safety and sanitary conditions at the plant were very bad. Inspection revealed that a number of lost-time accidents had occurred during the past year. The inspector making the investigation recommended changes concerning safety measures and also recommended additional toilet facilities. A compliance visit will be made to this plant in the near future.

### Prosecutions

A bowling alley was prosecuted on November 5, 1943, for employing minors without employment certificates; for working 14 and 15 year-old children after 9:00 p. m.; and for failure to keep the required time records. The defendant was given a 30-day jail sentence, suspended on payment of \$5.00 and court costs, for failure to have the required employment certificates. As to working the children after 9:00 p. m., the defendant pleaded not guilty, as well as to the charge of failing to keep the prescribed time records. He was found not guilty of the last two charges. The total amount of fines and costs to this defendant was \$38.50.

### Wage-Hour and Public Contracts Inspections

The Department of Labor closed a total of 131 inspection cases under the

Fair Labor Standards Act and the Walsh-Healey Public Contracts Act in November. A total of more than \$45,000 was secured in back wages for workers during the month.

Among the 128 firms which the inspectors found to be covered by the Fair Labor Standards Act, 31 were in compliance with the law and 97 were in violation. Among those found in violation, 44 firms were found to be violating the minimum wage and overtime compensation requirements of the Wage and Hour Law and 80 were failing to keep the employee and payroll records as required by the statute.

Concurrently with the inspections made under the Wage and Hour Law, departmental inspectors inspected 12 firms for compliance with the provisions of the Public Contracts Act. The safety and health provisions of the State Labor Laws are accepted by federal authorities as meeting the requirements under this Act.

A total of \$45,670.86 in unpaid back wages was secured during November for 1,411 workers who had not been paid in accordance with the wage and hour provisions. These payments were made by 44 firms.

## 40-Cent Minimum Hourly Wage Order Issued For Stone, Clay, Glass, & Allied Industries

A wage order requiring payment of a minimum wage of 40 cents an hour to all employees in the Stone, Clay, Glass, and Allied Industries became effective on December 27 in North Carolina and throughout the country.

The order was issued by L. Metcalfe Walling, Administrator of the Wage and Hour and Public Contracts Divisions of the U. S. Department of Labor.

The wage order covers "the mining, quarrying or other extraction and the further processing of all minerals other than metal ores and the manufacture of products from such minerals. It includes glass and glass products; structural clay products, china, pottery, ceramic whitewear and electrical porcelain products, refractories, dimension and cut stone; crushed stone, sand and gravel; abrasives; cement; concrete, gypsum and plaster products; and talc, soapstone, feldspar, mica, and asbestos products."

The order applies to all employees of the industries who work at occupations necessary to the production of the products specified in the definition, including clerical, maintenance, shipping and selling occupations.

### Employment & Payrolls, October, 1943

(Continued from page 2)

in mercantile and service industries averaged 49.2 cents, an increase of 1.8 percent. Over-all average hourly earnings in all industries averaged 63.8 cents, a three-tenths of one percent increase over the October average.

## MONTHLY REPORT Veterans' Service Division

FRANK M. SASSER, Service Officer

November, 1943

Letters Written .....	407
Folders Reviewed .....	347
Examinations Secured .....	35
Hospitalizations .....	15
Field Contacts Reclaims .....	3
Personal Interviews .....	172
Appearances Before Rating Board .....	231
New Cases .....	111
Old Cases .....	593
Total Cases .....	704
Pensions .....	21
Compensations .....	18
Increased Benefits .....	\$1,453.02
Back Benefits .....	6,050.15
Insurance Benefits .....	1,500.00
Total Benefits .....	\$9,003.17

## Wage-Hour Officials Attend Inspectors' Conference

Three officials of the Wage and Hour and Public Contracts Divisions of the United States Department of Labor participated in a three-day inspectors' conference which was held in Raleigh early in December.

The men were Bruce C. Scott and William M. Schneider, inspection liaison officers from the Wage-Hour national office in New York City, and George E. Chapman, Jr., reviewer from the Washington office.

The inspection conference included discussions of inspection problems arising under the Fair Labor Standards Act and the Public Contracts Act.

Paul H. Sanders, Regional Attorney for the War Labor Board regional office in Atlanta, arrived during the conference to discuss matters pertaining to the Wage Stabilization Act and its enforcement with members of the Wage-Hour staff. Sanders was accompanied by E. F. Upchurch, WLB attorney, also of the Atlanta office.

Other participants in the conference included Commissioner Shuford; Mrs. Pauline W. Horton, Wage-Hour representative and WLB agent for North Carolina; Lewis P. Sorrell, Chief Inspector; and members of the office and field staff of the Department of Labor.

The reporting plants employed a total of 275,659 workers and had an aggregate weekly payroll of \$7,259,015. The length of the workweek rose four-tenths of one percent over the month to 41.2 hours. The average weekly wage was \$26.33.

Highest wages among the non-manufacturing industries, including wholesale, retail, mining and service establishments, were paid by wholesale firms, averaging 76.5 cents an hour.

Average hourly earnings reported by the manufacturing industries were as follows: pulp mills, 89.2 cents; printing and publishing, 87.2; full-fashioned hosiery, 75.3; tobacco products, 71.3; woolen mills, 64; rayon, 60; dyeing and finishing, 58.7; cotton textile, 57.1; flat knit goods, 56.6; seamless hosiery, 56; furniture, 55.3; fertilizer, 52.3; lumber, 52.3; paper boxes, 52; brick, tile and terra-cotta, 49; cottonseed oil, 44.7.



# November Building Permits

Prepared by Statistical Division

## Gastonia Leads Cities In Building Construction

The estimated cost of building construction in the 26 largest North Carolina cities during November was 41.46 per cent below that of November 1942 and 3.94 per cent above that for October 1943.

The total number of permits issued for November was 386 at an estimated cost of construction of \$373,979. \$159,900 was spent for residential buildings, \$103,140 for nonresidential buildings and \$110,939 for additions, alterations and repairs.

Gastonia led the cities, Wilmington second, and Raleigh third.

## Hamlet Leads Towns

The fifteen reporting towns with less than 10,000 population reported an estimated expenditure of \$91,145 on building construction during November. Of this amount \$60,300 was spent on residential building, \$1,735 was for non-residential building and \$29,110 on additions, alterations, and repairs.

Hamlet led the towns with an expenditure of \$55,000. Lincolnton was second and Southern Pines third.

The towns reporting were Asheville, Belmont, Cherryville, Edenton, Forest City, Hamlet, Kings Mountain, Lenoir, Lincolnton, Lumberton, Morehead City, North Wilkesboro, Roanoke Rapids, Southern Pines and Washington.

## November Child Labor Report

A total of 4,451 children under 18 years of age were certified for work by local superintendents of public welfare in North Carolina during November, according to the latest child labor report of the Statistics Division of the Department of Labor.

From the group of 3,072 certified minors 16 and 17 years of age, 1,706 went to work in manufacturing industries, 1,275 took jobs in mercantile and service industries, and 91 accepted construction work, the report shows.

A total of 1,348 children aged 14 and 15 were certified for work during November. News delivery work absorbed 31 boys aged 12 and 13.

Of all the minors certified, 2,308 were boys and 2,143 were girls. The total number of permits issued was only slightly higher than in October.

## Type of November Building Construction In 26 Reporting Cities

TYPE OF BUILDING	Buildings for Which Permits were Issued	
	No.	Cost
<b>Residential Buildings:</b>		
One-family dwellings.....	11	\$ 9,900
Multi-family (three or more families) dwellings.....	10	150,000
<b>Total.....</b>	<b>21</b>	<b>\$159,900</b>
<b>Non-Residential Buildings:</b>		
Churches (Include parish halls and Sunday-school rooms).....	2	\$ 24,750
Factories, bakeries, ice plants, laundries, other workshops....	8	47,985
Garages, private (when separate from dwelling).....	24	3,130
Public works and utilities....	1	20,000
Sheds, poultry houses, contractors' temporary offices, etc. ....	13	1,495
Stables and barns.....	2	290
Stores and other mercantile buildings.....	7	5,140
All other non-residential.....	2	350
<b>Totals.....</b>	<b>59</b>	<b>\$103,140</b>
<b>Additions, Alterations, Repairs:</b>		
Housekeeping dwellings.....	234	\$ 73,437
Non-housekeeping dwellings....	14	12,780
On non-residential buildings....	58	24,722
<b>Total.....</b>	<b>306</b>	<b>\$110,939</b>

## 1943 Was Active Year For Labor Department

(Continued from page 1)

The Apprenticeship Division, which establishes standards for training and encourages the training of young people in skilled trades, was instrumental in securing several thousand new workers during the year through its promotion program. This Division works in close cooperation with several State and Federal war manpower training agencies.

The Bureau of the Deaf continued its work of securing employment for handicapped persons. It was instrumental in placing deaf people in industrial jobs where they are of value to both war and civilian goods production.

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES, NOVEMBER, 1942 AND NOVEMBER, 1943

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	Nov. 1942	Nov. 1943	Percentage Change	Nov. 1942	Nov. 1943	Percentage Change
Total.....	415	386	- 6.9	\$638,875	\$373,979	- 41.46
Residential buildings.....	130	21	-83.8	500,274	159,900	- 68.03
Non-residential buildings.....	41	59	+43.9	11,594	103,140	+789.59
Additions, alterations and repairs.....	244	306	+25.4	127,007	110,939	- 12.65

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES, OCTOBER, 1943 AND NOVEMBER, 1943

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	Oct. 1943	Nov. 1943	Percentage Change	Oct. 1943	Nov. 1943	Percentage Change
Total.....	436	386	-11.46	\$359,786	\$373,979	+ 3.94
Residential buildings.....	22	21	- 4.54	26,675	159,900	+499.43
Non-residential buildings.....	47	59	+25.53	184,647	103,140	- 44.14
Additions, alterations and repairs.....	367	306	-16.62	148,464	110,939	- 25.27

## SUMMARY OF NOV., 1943, BUILDING CONSTRUCTION WORK IN 26 PRINCIPAL CITIES OF NORTH CAROLINA

Total of November, 1942, Included for Comparison

CITY	No. of Buildings	Private Construction	NEW RESIDENTIAL BUILDINGS				NEW NON-RESIDENTIAL BUILDINGS		ADDITIONS, ALTERATION, AND REPAIRS		ESTIMATED COST OF ALL CONSTRUCTION WORK	
			ESTIMATED COST		NO. FAMILIES							
			Nov. 1942	Nov. 1943	Nov. 1942	Nov. 1943	Nov. 1942	Nov. 1943	Nov. 1942	Nov. 1943	Nov. 1942	Nov. 1943
Total.....	21		\$500,274	\$159,900	148	71	\$11,594	\$103,140	\$127,007	\$110,939	\$638,875	\$373,979
Asheville.....			200		1		300		3,525	3,065	4,025	3,065
Burlington.....			153,000		36		200				153,200	
Charlotte.....							4,708	11,140	7,009	12,791	11,717	23,931
Concord.....									1,725	2,800	1,725	2,800
Durham.....			145,275		47		992	1,885	7,540	4,725	153,807	6,610
Elizabeth City.....	1	200		200		1	125		550	100	675	300
Fayetteville.....	4	800	599	800	3	4		600	9,234	4,350	9,833	5,750
Gastonia.....	10	150,000		150,000		60	200		200	1,000	400	151,000
Goldsboro.....	2	3,500	192,700	3,500	55	2	200	3,850	2,100	192,900	9,450	9,450
Greensboro.....	1	500		500		1	484	755	35,299	1,195	35,783	2,450
Greenville.....									1,185	150	1,185	150
Hickory.....							1,030	200	155	540	1,185	740
High Point.....							2,240	735	6,299	15,286	8,539	16,021
Kinston.....	1	900	1,000	900	2	1	75		925	4,300	3,275	6,125
Lexington.....									900	500	1,855	1,400
New Bern.....	2	4,000		4,000		2			750	875	750	4,875
Raleigh.....								36,400	2,260	2,585	2,260	38,985
Reidsville.....												
Rocky Mount.....							390	425	75	400	465	825
Salisbury.....							50	280	1,362	1,900	1,412	2,180
Shelby.....							100		1,075	423	1,175	423
Statesville.....												
Thomasville.....							50					50
Wilmington.....			7,000		3		44,000		22,982	27,914	29,982	71,914
Wilson.....			500		1		415		700	400	1,700	815
Winston-Salem.....							580		21,027	23,540	21,027	24,120



# Labor and Industry

Monthly Bulletin of the Department of Labor, Forrest H. Shuford, Commissioner

Vol. XI

RALEIGH, N. C., FEBRUARY, 1944

No. 2

## Labor Inspectors Attend Safety School

Industrial safety inspectors of the Department of Labor during January received instructions at a week-long school in safety inspection techniques, which was conducted in Raleigh by Roland P. Blake, senior safety engineer of the U. S. Department of Labor's Division of Labor Standards. The inspectors came from field offices throughout the State to attend the school.

In his opening class, Blake pointed out that there were more than 20,000 deaths and permanent disabilities in the nation's industries in 1942, 100,000 partial disabilities, and over 2,000,000 temporary disabilities with an average of 17 days work lost from each accident.

"The great majority of our industrial accidents are not coming from the big industries," Blake said. "They are coming from the countless ordinary occupations and medium and small-scale enterprises in which adequate safety precautions are not taken."

Declaring that the chief enemies of safety are "ignorance, indifference and inertia," Blake said that many executives would undertake safety programs in their plants if they were convinced that a better production record would be the result. He said that experience demonstrates that safety precautions always pay, both in profits and in human welfare.

The safety engineer said that in 1942 the nation's accident frequency rate was 24 disabling accidents per 1,000,000 man-hours worked. Industries with highly developed safety programs have reduced their accident rates to as low as five or six injuries per million manhours worked, and some few concerns have maintained a rate as low as two, he stated.

"How can we prevent accidents?" Blake answered this query by stating that the "maximum amount of safety measures and precautions must be built into every working operation in all industries."

Commissioner Shuford told the class that the safety inspection personnel of the Department has increased three-fold since 1936. He said that preventing industrial accidents is a direct and essential contribution to the war effort.

"If we are going to do the job which we ought to do in North Carolina, our safety inspectors need to become safety engineers," Commissioner Shuford said. He stressed the fact that safety inspection is a complicated and tech-

(Continued on page 4)

## STATISTICS DIVISION MAKES 5 YEAR CHILD LABOR SURVEY

NEARLY 134,000 WORK PERMITS ISSUED IN LAST HALF-DECADE

A five-year survey of child labor conditions in North Carolina just completed by the Department's Division of Statistics shows that from the beginning of 1939 to the end of 1943, a total of 133,804 certifications were completed by superintendents of public welfare in the State permitting minors under 18 years of age to become gainfully employed.

### Provisions of the North Carolina Labor Law Cover- ing Construction Work

The North Carolina Labor Law contains no provisions specifically relating to construction work performed by contractors. However, the State Maximum Hour Law and the Child Labor Law apply to construction work, as well as to numerous other occupations and activities.

#### Maximum Hours

Legal maximum periods of work for men under the Maximum Hour Law are 10 hours a day, 56 hours a week (rate of pay for all time in excess of 55 hours a week is time-and-a-half the regular rate), and 12 days in any 14 consecutive days.

During a seasonal rush of business, the Commissioner of Labor has the authority to issue special permits allowing working hours in excess of those cited above.

#### Child Labor

The Child Labor Law provides that minors must be at least 16 years of age before they may be employed in construction work. Employment certificates issued by the local superintendent of public welfare must be secured and kept on file by employers who employ minors under 18 years of age.

Legal maximum periods of work for minors 16 and 17 years of age are 9 hours a day, 48 hours a week, and 6 days a week. The work-day for boys in this age group may fall any time between 6:00 a.m. and 12:00 midnight.

#### Time Records

Employers are required to keep time records stating the name and occupation of each employee, indicating the number of hours worked by him on each day of the week, and showing the amount of wages paid to each such employee each pay period.

#### Hoists and Elevators

The North Carolina Safety Code for Elevators, Dumbwaiters and Escala-

(Continued on page 3)

Sec. 562, P. L. &amp; R.

U. S. Postage  
PAIDRALEIGH, N. C.  
Permit No. 154

The survey indicates that approximately 92,000 of the certifications were completed since the United States entered the war.

The total figures include full-time work permits, part-time and vacation certificates, and reissued permits.

Broken down according to sex, the survey reveals that 81,880 of the children certified for work were boys and 51,924 were girls.

By comparison with the years which followed, the year 1939 was a relatively "light" year for child labor in North Carolina. In that year, a total of 8,915 child labor permits were issued.

As the war production program of the United States entered its first phase in 1940 and as the first young men began to be conscripted from the ranks of industry to enter the armed forces, the number of child labor certifications climbed to 11,692 during the year. This was a substantial increase over the 1939 level of child employment and furnished a slight indication of the demand for employment of minors which was to follow as more and more adult workers entered the armed forces and the swelling ranks of war production workers.

When our production effort began to assume really serious proportions and industry after industry converted to full-time or part-time war work, children sought and found jobs in a manner never before witnessed in North Carolina industries. During the year 1941, a total of 20,373 minors under 18 years of age were certified for work in mercantile, service, construction and manufacturing industries, an increase of around 85 percent over the previous year. It was near the end of this year that America's European and Pacific enemies decided—to their lasting regret—that the time was ripe to strike before the colossal potentialities of American industry became fully mobilized.

The enemy struck—with characteristic ruthlessness—while we were engaged in looking the other way. Nothing more was needed to unleash the full powers of American productive capacity. During the year 1942, when

(Continued on page 2)



# NORTH CAROLINA LABOR and INDUSTRY

Issued Each Month by the  
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FORREST H. SHUFORD

Commissioner of Labor

MINNIE S. GOSNEY, Editor

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## Employment & Payrolls, December, 1943

In the largest statistical sample ever taken of North Carolina industries, the Statistics Division of the Department of Labor last month reported fractional increases in employment, payrolls, and average weekly earnings in December.

The survey for last month covered 1,755 firms of all types, including manufacturing, wholesale, retail, mining and service industries. Employment in the reporting firms totaled 270,914 and weekly payrolls averaged \$7,073,805. The average weekly wage for all industries was \$26.11; the average hourly wage, 63.4 cents. The workweek averaged 41.1 hours in length.

Hourly wages in 1,035 manufacturing plants averaged 64.4 cents, while in 720 non-manufacturing firms wages averaged 47.1 cents. Printing and publishing firms continued to pay the highest hourly wages of any industrial group, averaging 88 cents an hour. Wholesale firms led the non-manufacturing group with an hourly average of 80.6 cents. Highest weekly earnings were registered by pulp mills, with an average of \$36.77.

Average hourly earnings reported by the various industries were as follows:

Manufacturing: printing and publishing, 88 cents; pulp mills, 86.3; full-fashioned hosiery, 76.7; tobacco products, 71; woolen mills, 64.3; rayon, 60.6; dyeing and finishing, 58.9; cotton textiles, 57.3; seamless hosiery, 56.1; furniture, 55.9; flat knit goods, 55.7; paper boxes, 52.6; fertilizer, 52; lumber, 51.5; brick, tile and terra-cotta, 47.8; cottonseed oil, 44.9.

Non-manufacturing: wholesale, 80.6; public utilities, 69; mines and quarries, 51.5; retail, 42; laundries, dyeing and cleaning, 35.5; hotels, 27.4.

## Manufacturing Industries Employ 42 Percent Women Workers

The percentage of women wage earners in the manufacturing industries of North Carolina during December remained at about the same level as during the previous month.

The survey covering the month of December made by the Division showed a total of 88,037 women employed by 744 firms in the Piedmont section of the State. This was 46.5 percent of the 189,283 workers employed by the firms.

## Employment and Payrolls for North Carolina

Prepared by Statistical Division

Due to the new arrangement between the North Carolina Department of Labor and the Bureau of Labor Statistics, we have been able to increase the coverage of the statistical sample for North Carolina Employment and Payroll.

Your cooperation in supplying current information each month is earnestly desired and will be much appreciated. If your name is not on our mailing list, we shall be glad to add it in order that we might receive your employment data.

### Employment, Payrolls, and Earnings In All Manufacturing and Non-Manufacturing Industries

NOVEMBER-DECEMBER, 1943

INDUSTRIES	No. Firms Reporting	EMPLOYMENT		PAYROLLS		AVERAGE WEEKLY EARNINGS		AVERAGE HOURS PER WEEK PER MAN		AVERAGE HOURLY EARNINGS	
		Number Nov., 1943 Dec., 1943	% Change Over Month	Amount Nov., 1943 Dec., 1943	% Change Over Month	Amount Nov., 1943 Dec., 1943	% Change Over Month	Amount Nov., 1943 Dec., 1943	% Change Over Month	Am't Cts. Nov., 1943 Dec., 1943	% Change Over Month
Mfg. Total	1035	253,460	— .2	\$6,751,859	+ .3	\$26.63	+ .6	41.3	+ .4	64.4	+ .1
Brick, Tile, Terra Cotta	13	675	+ 2.2	12,630	— 4.9	18.71	— 7.0	39.1	— 4.8	47.8	— 2.0
Cotton Goods	292	119,419	— .1	2,815,714	+ 1.1	23.57	+ .9	41.0	+ .5	57.3	+ .3
Cottonseed—Oil	11	593	— 8.4	13,597	— 6.6	22.92	+ 2.0	50.9	+ 1.5	44.9	+ .4
Dyeing & Finishing	17	3,965	+ .7	99,120	+ 3.0	24.99	+ 2.3	42.3	+ .9	58.9	+ 1.2
Fertilizer	40	1,747	+ 4.8	34,412	— 5.7	19.69	— 10.0	37.8	— 9.3	52.0	— .7
Furniture	73	13,614	— 1.7	317,936	+ .3	23.35	+ 2.1	41.7	+ .9	55.9	+ 1.0
Hosiery—FF	55	12,744	— .3	368,500	+ .3	28.91	+ .6	37.6	— 1.8	76.7	+ 2.5
Hosiery—Seamless	125	17,339	— .6	357,535	— .9	20.62	— .2	36.7	— .2	56.1	No chg
Knit Goods—Flat	10	5,295	— .9	118,674	— 3.2	22.41	— 2.2	49.2	No chg	55.7	— 2.1
Lumber (Including Planing Mills)	58	4,638	— 2.4	106,090	— .9	22.87	+ 1.5	44.3	+ 3.5	51.5	— 1.9
Paper Boxes (Corrugated, Folded & Set-Up)	18	1,214	+ .6	27,387	+ 4.0	22.55	+ 3.3	42.8	+ 2.1	52.6	+ 1.1
Pulp Mills	4	3,089	— .9	113,593	— 2.8	36.77	— 1.9	42.5	+ 1.1	86.3	— 3.2
Printing & Pub.	27	694	+ .4	23,998	+ 2.9	34.57	+ 2.4	39.2	+ 1.5	88.0	+ .9
Rayon Goods	21	7,697	X	199,663	+ 5.3	25.94	+ 5.3	42.7	+ 3.8	60.6	+ 1.3
Tobacco Products (Snuff, Cigarettes, & Chewing Tob.)	8	12,706	— .3	362,273	— 4.1	28.51	— 3.7	40.1	— 3.3	71.0	— .4
Woolen Mills	6	3,945	— .3	109,201	+ 1.7	27.68	+ 2.0	42.9	+ 1.4	64.3	+ .4
Other Industries	257	44,086	— .8	1,671,536	+ .3	37.91	+ 1.1	44.1	+ .6	85.8	+ .4
Non-Mfg. Total	720	17,454	+ 11.4	\$ 321,946	+ 5.3	\$18.44	— 5.4	39.1	— .7	47.1	— 4.6
Retail	439	10,382	+ 21.1	151,034	+ 12.5	14.54	— 7.1	34.5	+ .2	42.0	— 7.6
Wholesale	168	2,062	— 1.1	73,169	— 1.8	35.48	— .8	43.9	+ .2	80.6	— 1.1
Laundries, Dyeing & Cleaning	32	1,796	+ 1.8	30,579	+ 2.5	17.02	+ .7	47.9	+ 1.0	35.5	— .2
Mines & Quarries	34	966	+ .1	21,492	+ 1.6	22.24	+ 1.5	43.1	+ 2.6	51.5	— .9
Public Utilities	22	863	+ .3	27,501	+ .3	31.86	X	46.1	— 2.3	69.0	+ 2.3
Hotels	25	1,385	— 2.5	18,171	— .1	13.11	+ 2.3	47.7	+ 1.4	27.4	+ .7
Other Lines of Trade	+	+	+	+	+	+	+	+	+	+	+
Total—All Mfg. & Non-Mfg.	1,755	270,914	+ .3	7,073,805	+ .5	26.11	+ .2	41.1	+ .2	63.4	No chg

X Less than .1 Per Cent.

+Insufficient data at time of release.

A survey of 159 manufacturing firms in the Coastal area showed that a total of 40,069 employees, 9,526—or 23.7 percent—were women.

In the Mountain section, a slight increase took place in the number of women employed. Out of 23,243 employees in 121 industrial firms, 8,980—or 38.6 percent—were women.

Combined figures for the State showed 106,543 women out of 252,595 employees, or 42.1 percent of the total labor force in 1,024 plants.

Percentage of women workers was highest in the following industries: flat knit goods, 72.1 percent; seamless hosiery, 71.6; full-fashioned hosiery, 63.7; paper boxes, 61.5; rayon, 49.3; woolen mills, 44.7; cotton textile, 44.4; tobacco products, 44.2.

### Statistics Division Makes 5-Year Child Labor Survey

(Continued from page 1)

our motley armed forces were for a brief time forced to retreat on every front, our industrial resources were brought under full wartime control. The first ships began to slide down the ways; thousands of fighting planes

were assembled; guns, tanks, ammunition, clothing, and the thousand-and-one essential items of war materiel began to flow from the assembly lines in unprecedented volume. The shortage of manpower at the right place at the right time became acute. During the year 1942 a total of 35,419 children were certified for work in North Carolina.

In 1943 the striking power of the enemy had passed its peak. Everywhere the enemy was forced to assume the defensive, while the United States and her allies mounted their first great attacks and continued to prepare for the decisive offensive campaigns of the war. The shortage of workers at the right place at the right time became more and more acute. Draft deferments for many war workers were cancelled. The armed forces swelled to a total of ten and one-half million men in all services by the year's end. Almost four million men were at their overseas stations by the end of 1943. The nation built a hundred-thousand planes. During this year, work permits were issued to 57,405 children in the State of North

(Continued on page 3)



# DIVISION OF STANDARDS AND INSPECTIONS

## State Inspections

A total of 613 manufacturing, mercantile, service and mining establishments employing 22,757 workers were inspected under the provisions of the North Carolina Labor Laws and rules and regulations during December by inspectors of the Division of Standards and Inspections.

The inspectors reported a total of 1,916 violations of the Labor Laws, rules and regulations during the month. Immediate compliance with the provisions of the law was secured in 926 cases. The majority of violations were not of a serious character. Violations of the Maximum Hour Law were found in 27 cases, of which 16 were corrected immediately. The working-hours provisions of the Child Labor Law were being violated in 203 instances and compliance was secured at once in 70 of these cases. Thirty-three instances were found in which minors under 18 years of age were working in prohibited occupations or children under 14 years of age were being illegally employed. Eighteen of these violations were corrected immediately. The inspectors made a total of more than 1,600 recommendations to employers concerning safety, health, record-keeping, and other provisions of the law in the remainder of the cases.

The violations were as follows:

Hour Law .....	27
Time Records .....	32
Child Labor .....	1,191
Drinking Facilities .....	19
Sanitation .....	123
Seats .....	4
Safety Code Violations .....	241
Miscellaneous .....	279

## Wage-Hour and Public Contracts Inspections

The Department of Labor closed a total of 86 cases under the Fair Labor Standards Act and 11 cases under the Public Contracts Act during December. A total of more than \$14,742.00 was secured in back wages for workers during the month.

Among the 81 firms which were found to be covered by the provisions of the Fair Labor Standards Act, 16 were in compliance with the law and 65 were in violation. Among those found in violation, 18 firms were found to be violating the minimum wage and overtime compensation requirements of the Wage and Hour Law and 62 were failing to keep the employee and payrolls records which the Act requires.

Inspections to secure compliance with the Public Contracts Act were made in 11 firms concurrently with the inspections under the Wage and Hour Law.

A total of \$14,742.67 in unpaid back wages was secured during December for 979 workers who had not been paid in accordance with the Wage and Hour requirements. These payments were made by 36 firms.

"The best postwar planning we can do is to make the United States a working model of democracy now."—Robert M. Hutchins, president of the University of Chicago.

## Logging, Lumber and Timber Industries Get 40-Cent Wage Order

A wage order requiring payment of not less than 40 cents an hour to all employees in the Logging, Lumber and Timber, and Related Products Industries became effective in North Carolina and throughout the country on February 7.

The new order, which supplants the former 35-cents hourly wage order for the industries, was issued by L. Metcalfe Walling, Administrator of the Wage and Hour and Public Contracts Divisions of the U. S. Department of Labor.

The Wage-Hour Administrator has estimated that about 85,000 workers throughout the country will receive small hourly wage increases as a result of the wage order.

The new wage order is considerably broader in scope than the former order, since it covers logging of all types, including logging for pulpwood and chemical and fire wood, as well as a variety of products not previously subject to any wage order. The new wage order does not, however, extend to the manufacture of wood pulp and paper, for which a 40-cent minimum rate has been in effect for well over two years.

The following operations are covered by the wage order: "Logging; wood saw milling and surfacing; wood preserving; wood reworking, including but without limitation kiln or air drying, and the manufacture of planing mill products, dimension stock, boxes and other containers including cigar boxes and vegetable and fruit baskets and wood turnings and shapings; and the manufacture of shingles, cooperage and cooperage stock, veneer, plywood, insulation board made of any vegetable fiber, prefabricated building units, and all other products made from wood, reed, cork, rattan, and related materials and from such other materials as bone, shell, horn, and ivory."

## Statistics Division Makes 5-Year Child Labor Survey

(Continued from page 2)

Carolina. Other states had similar records of child employment.

The report of the Division of Statistics shows just what these minors were doing during these five years. A total of 108,382 work permits were issued to minors 16 and 17 years of age. This figure includes full-time, part-time, vacation, and reissued certificates. Of these certifications, 63,591—more than half—were for work in the manufacturing industries of North Carolina. A total of 43,801 certifications were for work in various retail and wholesale mercantile industries and in service occupations. The remaining 990 permits were issued for work on construction projects.

The above figures indicate that the great bulk of the work performed by children during this war has been done by youths 16 and 17 years of age. However, very many children aged 14 and 15 also went to work in part-time employment during the five-year period. Permits issued to these children, plus

## MONTHLY REPORT Veterans' Service Division

—FRANK M. SASSER, Service Officer—

December, 1943

Letters Written .....	392
Folders Reviewed .....	291
Examinations Secured .....	34
Hospitalizations .....	17
Field Contacts Reclaims .....	11
Personal Interviews .....	169
Appearances Before Rating Board .....	189
New Cases .....	109
Old Cases .....	546
Total Cases .....	655
Pensions .....	30
Compensations .....	3
Increased Benefits .....	\$ 1,379.90
Back Benefits .....	\$ 3,796.03
Insurance Benefits .....	\$10,000.00
Total Benefits .....	\$15,175.93

## Veterans' Service Division Active During December

A total of \$15,175.93 in pensions, compensation and other benefits was secured for veterans and their families during December by the Veterans Service Division of the Department of Labor.

The Division, which is becoming increasingly active as World War II progresses, handled a total of 655 cases during the month, conducted 169 personal interviews, secured hospitalization for 17 veterans, and obtained pensions for 30 others.

The Veterans Division is located in Fayetteville. It assists all veterans in securing hospitalization, compensation and pensions, and aids widows and orphans of veterans in establishing any claims they may have under federal laws. Frank M. Sasser has been the Division's State Service Officer for the past five years.

According to Commissioner Shuford, the Division anticipates a great expansion of its activities during the year as a result of war casualties.

a few hundred additional certificates issued to boys aged 12 and 13 for work in news delivery service, account for a total of 25,422 certifications for minors under 16 years of age. This is less than one-fifth of the grand total of 133,804 certifications during the five-year period.

That is the record of five years of industrial preparation and actual warfare for the United States, and the effect which this effort has had upon the employment of children in just one among 48 states.

## Provisions of the North Carolina Labor Law Covering Construction Work

(Continued from page 1)

tors provides that special equipment used by contractors (including manhoists, lift bridges, and elevators which are used only for handling building materials and workmen during construction) will be permitted only where the design, materials, construction and method of operation are, from the viewpoint of safety, approved by the Department of Labor.



# December Building Permits

Prepared by Statistical Division

## Goldsboro Leads Cities In Building Construction

Building construction in the 26 largest North Carolina Cities during December showed a decrease in the number of permits and estimated cost of construction as compared with that of December 1942. The number of permits issued in December was 25.2 per cent below that of December 1942 and 43.2 below that of November 1943.

The total amount spent for construction was \$189,859. Of this sum \$38,150 was for residential, \$31,565 for non-residential and \$120,144 for additions, alterations and repairs.

Goldsboro led the cities. Durham was second and Charlotte third.

## Roanoke Rapids Leads Towns

The reporting towns with a population of less than 10,000 reported an estimated expenditure of \$18,710 on building construction during December. Of this sum \$1,000 was spent for residential building, \$4,700 for non-residential buildings and \$13,010 for additions, alterations and repairs.

Roanoke Rapid led the towns reporting an expenditure of \$3,850. William-

ston was second and Kings Mountain third.

The towns that reported were Asheville, Belmont, Cherryville, Edenton, Forest City, Hamlet, Kings Mountain, Lenoir, Lincolnton, Lumberton, Morehead City, Mount Airy, North Wilkesboro, Roanoke Rapids, Southern Pines, Spindale, Washington and Williamston.

## December Child Labor Report

Employment of children under 18 years of age increased somewhat during December over the previous month when 4,517 children were certified for work by superintendents of public welfare throughout the State, according to the latest child labor report compiled by the Division of Statistics.

The report stated that 1,646 children aged 16 and 17 were certified for non-manufacturing occupations, 1,233 for manufacturing work, and 20 for construction jobs.

A total of 1,556 employment certificates were issued to children 14 and 15 years of age, and 22 boys aged 12 and 13 were certified for news delivery service.

Of all the children certified, 2,267 were boys and 2,250 girls.

The December figures raise to 95,171 the total number of child labor certifications of all types in North Carolina since Pearl Harbor.

## Type of December Building Construction In 26 Reporting Cities

Buildings for Which Permits were Issued

TYPE OF BUILDING	No.	Cost
<b>Residential Buildings:</b>		
One-family dwellings.....	8	\$ 38,150
<b>Non-Residential Buildings:</b>		
Churches (Include parish halls and Sunday-school rooms).....	1	\$ 1,000
Factories, bakeries, ice plants, laundries and other workshops	3	21,650
Garages, private (when separate from dwelling).....	16	2,555
Sheds, poultry houses, contractors' temporary offices.....	5	510
Stables and barns.....	2	535
Stores and other mercantile buildings.....	6	4,865
All other non-residential.....	2	450
<b>Total.....</b>	<b>35</b>	<b>\$ 31,565</b>
<b>Additions, Alterations, Repairs:</b>		
Housekeeping dwellings.....	119	\$ 37,540
Non-housekeeping dwellings.....	18	26,689
On non-residential buildings.....	39	55,915
<b>Total.....</b>	<b>176</b>	<b>\$120,144</b>

## Labor Inspectors Attend Safety School

(Continued from page 1)

nical job which requires years of training.

Taking up this discussion, Blake said that we are now in the early stages of the development of a new profession — safety engineering. He predicted that the future will bring increasing need for skilled safety engineers and said that colleges will incorporate safety instruction into many courses.

During the remainder of the week the inspectors visited cotton mills, woodworking plants, hosiery mills, laundries, dry-cleaning plants and bakeries in Raleigh and Durham, where they were given practical instructions by Blake concerning safety inspection techniques.

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES, DECEMBER, 1942 AND DECEMBER, 1943

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	Dec. 1942	Dec. 1943	Percentage Change	Dec. 1942	Dec. 1943	Percentage Change
Total.....	293	219	-25.2	\$511,157	\$189,859	-62.8
Residential buildings.....	99	8	-91.9	341,100	38,150	-88.8
Non-residential buildings.....	27	35	+29.6	65,305	31,565	-51.6
Additions, alterations and repairs.....	167	176	+ 5.3	104,752	120,144	+14.6

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES, NOVEMBER, 1943 AND DECEMBER, 1943

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	Nov. 1943	Dec. 1943	Percentage Change	Nov. 1943	Dec. 1943	Percentage Change
Total.....	386	219	-43.2	\$373,979	\$189,859	-49.2
Residential buildings.....	21	8	-61.9	159,900	38,150	-76.1
Non-residential buildings.....	59	35	-40.6	103,140	31,565	-69.3
Additions, alterations and repairs.....	306	176	-42.4	110,939	120,144	+ 8.2

## SUMMARY OF DEC., 1943, BUILDING CONSTRUCTION WORK IN 26 PRINCIPAL CITIES OF NORTH CAROLINA

Total of December, 1942, Included for Comparison

CITY	No. of Buildings	Private Construction	NEW RESIDENTIAL BUILDINGS				NEW NON-RESIDENTIAL BUILDINGS		ADDITIONS, ALTERATION, AND REPAIRS		ESTIMATED COST OF ALL CONSTRUCTION WORK	
			ESTIMATED COST		NO. FAMILIES							
			Dec. 1942	Dec. 1943	Dec. 1942	Dec. 1943	Dec. 1942	Dec. 1943	Dec. 1942	Dec. 1943	Dec. 1942	Dec. 1943
Total.....	8	\$38,150	\$341,100	\$38,150	99	8	\$65,305	\$31,565	\$104,752	\$120,144	\$511,157	\$189,859
Asheville.....								150	1,675	4,260	1,675	4,410
Burlington.....												
Charlotte.....							1,550	22,250	8,021	8,150	9,571	30,400
Concord.....								550	500	1,110	500	1,660
Durham.....							2,300	2,000	4,525	30,030	6,825	32,030
Elizabeth City.....			100,000		25		360				100,360	
Fayetteville.....	1	200		200		1	10,000	1,400	1,449	3,350	11,449	4,950
Gastonia.....							400		200	600		600
Goldsboro.....	6	35,450	227,200	35,450	66	6	3,000	2,000	600	1,100	230,800	38,550
Greensboro.....								175	4,189	8,003	4,189	8,178
Greenville.....									242	225	242	225
Hickory.....							225		200	200	425	200
High Point.....							920	625	9,155	13,696	10,075	14,321
Kinston.....			1,000		2		1,500		12,000	1,625	14,500	1,625
Lexington.....								300	950	1,500	950	1,800
New Bern.....			400		1		32,800				33,200	
Raleigh.....								165	1,570	300	1,570	465
Reidsville.....										200		200
Rocky Mount.....								200	650		650	200
Salisbury.....							250	310	2,725	275	1,975	585
Shelby.....								465	360	873	360	1,338
Statesville.....												
Thomasville.....												
Wilmington.....			12,500		5							
Wilson.....								825	21,580	11,899	34,080	12,724
Winston-Salem.....	1	2,500		2,500		1	12,000	150	2,208	6,800	2,208	6,800
									32,953	25,948	44,953	28,598



C 331  
F. Shepherd

pel Hill, N. C.

# NORTH CAROLINA

# Labor and Industry

Monthly Bulletin of the Department of Labor, Forrest H. Shuford, Commissioner

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RALEIGH, N. C., MARCH, 1944

No. 3

## Deaf Workers Proving Useful In War Program

### Many North Carolina Deaf Employed In War Jobs

There was a time in the not distant past when the few types of work open to deaf people could be counted on the fingers.

Today the situation is very different. The war, with its insatiable demand for production of munitions in unprecedented quantities, has opened up new horizons for the deaf in job opportunities. Furthermore, a large number of deaf people are showing during the war that they can handle many types of work just as efficiently as persons without handicaps.

According to Mr. J. M. Vestal, Director of the Bureau of Labor for the Deaf of the Department of Labor, there are now more than 11,000 deaf persons employed in war plants in the United States. Mr. Vestal says that these people are working efficiently in 126 different lines of work. They are working as carpenters, building barracks and ships, working as brick and concrete masons, building air bases, working in war plants at the production of munitions, working in aircraft plants, and are filling a variety of skilled and semi-skilled clerical positions with distinction.

As evidence of the manner in which deaf people are taking advantage of the opportunities now open to them, Director Vestal cites the following examples from North Carolina:

Miss Nonie Estelle Watson, of Stella, N. C., through arrangements made by the Bureau of Labor for the Deaf, in 1942 began six months of training in general office work at the Raleigh School of Commerce, with financial aid furnished by the Department of Vocational Rehabilitation. Subjects taken were key punch operating, comptometer, typing, spelling, book-keeping and filing. The trainee made good grades on these subjects, after which she stood and passed successfully the civil service examination. Early in 1943, with the aid of the Bureau and a civil service representative, Miss Watson reported to Arlington, Va., for employment as a business machine operator. She was assigned to work with the War Department, Army Service Forces, and was placed in a "specially restricted" division. Miss Watson, according to Mr. Vestal, is the first deaf girl to be placed in this line of work. Before her business training, she graduated from the North Carolina School for the Deaf and went to college one year in Washington, N. C.

## STATISTICS DIVISION MAKES SURVEY OF 1943 WAGES

### AVERAGE WORKER IN NORTH CAROLINA RECEIVED \$24.78 PER WEEK

A survey of average weekly earnings in the principal industries of North Carolina for the entire year 1943 has just been completed by the Division of Statistics of the Department of Labor. Broken down month by month, the survey gives the average weekly wage paid in each of 23 different industrial groups, both manufacturing and non-manufacturing.

Miss Mary Frances Stevens, of Holly Springs, N. C., graduated from the North Carolina School for the Deaf in May, 1943. Among other subjects, Miss Stevens had some training in typing, but did not have enough time to develop sufficient speed. The Bureau arranged for her to take four months of training at the Raleigh School of Commerce, with funds furnished by the Department of Vocational Rehabilitation. She was given three subjects: key punch operating, typing, and comptometer. In January 1944, Miss Stevens completed her training and took the required civil service test, making an eligible grade. The Bureau made arrangements, in cooperation with civil service, for placing her as a numeric card punch operator in the Procurement Division of the federal Treasury Department in Washington, D. C. Miss Stevens reported for work on March 1. She is the first deaf girl from the State to be employed by the Treasury Department.

After graduating from the State School for the Deaf, Miss Nell Hope Walker, of High Point, N. C., secured a job as typist at the Norfolk Navy Yard. She was the first deaf girl to obtain a position in the Navy Yard, and Mr. Vestal says that her employer has spoken highly of her work.

Miss Violet Mae Yelton, of Concord, N. C., another graduate of the School for the Deaf, was placed in a job at the Charlotte Memorial Hospital in Charlotte, where she developed into a good typist and clerk. Since Miss Yelton wished to work in her home town, she was placed in a position at the Gibson Mill, Cannon Mill Company, No. 6, in Concord, where she began work in the summer of 1943. This client of the Bureau now operates an electric power billing typewriter and her employer has been very much pleased with her services. Her father, who is also deaf, has been an employee of the same company for many years.

These examples, along with many others which Mr. Vestal can cite from his years of experience in working with deaf people, furnish proof that in a very great many useful occupations deafness is no handicap.

The survey shows that the average industrial worker in North Carolina received \$24.78 per week for his work during the year.

If he was a worker in a manufacturing industry, the employee received an average wage of \$24.81. If he was employed by an industry in the non-manufacturing group, the worker received an average weekly wage of \$24.16.

Month-by-month reports of average hourly earnings have consistently shown that the worker in a manufacturing industry receives up to 15 cents more per hour in North Carolina than a worker in an industry of the non-manufacturing group. The higher hourly wage of the manufacturing worker does not, however, result in a much higher weekly wage than that of the worker in a non-manufacturing industry. This is because the non-manufacturing worker works a considerably longer workweek than the wage earner in a manufacturing industry, thus making very nearly the same average weekly wage by working more hours at a lower hourly rate of pay.

The trend in all industries has been for wages to rise gradually, month by month. In January 1943, the average hourly wage for all industries was \$23.02. By the end of May, this wage had slowly risen to an average of \$24.06. After a temporary decline in June and July, the weekly wage again rose to an average of \$25.90 in August. The increase continued to a high point of \$26.43 in November, after which weekly earnings dropped to \$26.23 in December and to \$25.77 in January, 1944.

Weekly wages in the non-manufacturing group of industries were highest during the first half of the year, climbing to \$26.29 in May. After this, a gradual decline took place until the end of the year, when the weekly wage stood at \$20.79, or \$4.16 less in December than the weekly non-manufacturing wage at the beginning of the year.

In the manufacturing group of industries, the reverse picture was the case. Wages in manufacturing were \$22.93 in January 1943. While fluctu-

(Continued on page 3)



# NORTH CAROLINA LABOR and INDUSTRY

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## Employment and Payrolls, January, 1944

Increasing the statistical sample of North Carolina firms to a record number of 1,802, the Division of Statistics reported general small increases in average hourly earnings for most industries during January.

The Division also added four new types of industries to the statistical sample during the month. These are: food and kindred products, iron and steel group, machinery group, and stemmeries and redrying plants. These industries have not been covered separately in previous monthly reports.

Seventeen firms in the iron and steel manufacturing group with a total of 7,953 employees reported an increase of 5.3 percent in employment over the month, a 12.1 percent increase in aggregate weekly payrolls, an increase of 6.4 percent in average weekly earnings, and a 12.4 percent rise in average hourly earnings.

Total employment in the 1,802 plants surveyed was 279,668 and the average weekly payroll was \$7,207,178. Average hourly earnings went up slightly in most industries, but average weekly earnings dropped one percent due to a 2.4 percent decline in the length of the workweek, with less overtime being worked.

Average hourly earnings for the various industries surveyed were as follows: Manufacturing: brick, tile and terra-cotta, 46.1 cents; cotton textile, 57.4; cottonseed oil, 45.3; dyeing and finishing, 60.8; fertilizer, 52.5; food and kindred products, 53.4; furniture, 55.2; full-fashioned hosiery, 77.9; seamless hosiery, 56.4; iron and steel group, 72.2; flat knit goods, 55.5; lumber, including planing mills, 51.6; machinery group, 81.7; paper boxes, 53.5; pulp mills, 85.8; printing and publishing, 87.2; rayon goods, 60.9; stemmeries and redrying plants, 52.9; tobacco products, 71.8; woolen mills, 63.5; other miscellaneous industries, 94.2.

Non-manufacturing industries: retail, 47.1; wholesale, 80.9; laundries, dyeing and cleaning plants, 36.1; mines and quarries, 51.5; public utilities, 69.9; hotels, 27.4.

The average hourly wage in manufacturing plants was 65.1 cents; for non-manufacturing industries, 50 cents. The average for all industries of both types was 64.3 cents.

## Employment and Payrolls for North Carolina

Prepared by Statistical Division

Due to the new arrangement between the North Carolina Department of Labor and the Bureau of Labor Statistics, we have been able to increase the coverage of the statistical sample for North Carolina Employment and Payroll.

Your cooperation in supplying current information each month is earnestly desired and will be much appreciated. If your name is not on our mailing list, we shall be glad to add it in order that we might receive your employment data.

### Employment, Payrolls, and Earnings In All Manufacturing and Non-Manufacturing Industries

DECEMBER, 1943 - JANUARY, 1944

INDUSTRIES	No. Firms Reporting	EMPLOYMENT		PAYROLLS		AVERAGE WEEKLY EARNINGS		AVERAGE HOURS PER WEEK PER MAN		AVERAGE HOURLY EARNINGS	
		Number Dec., 1943	% Change Jan., 1944	Amount Dec., 1943	% Change Jan., 1944	Amount Dec., 1943	% Change Jan., 1944	Amount Dec., 1943	% Change Jan., 1944	Am't Cts. Dec., 1943	% Change Jan., 1944
Mfg. Total	1,079	264,999	- 1.4	\$6,910,426	- 3.2	\$26.07	- 1.8	40.0	- 2.6	65.1	+ .9
Brick, Tile, Terra Cotta	13	635	- 5.9	10,931	-13.4	17.21	- 8.0	37.2	- 4.8	46.1	- 3.5
Cotton Goods	293	116,287	- 1.8	2,681,936	- 3.8	23.06	- 2.0	40.1	- 2.4	57.4	+ .3
Cottonseed—Oil	12	749	+ 2.7	15,185	- 6.6	20.27	- 9.1	44.6	-10.2	45.3	+ 1.1
Dyeing & Finishing	19	4,946	+ .7	118,975	- 3.2	24.05	- 3.9	39.5	- 4.5	60.8	+ .6
Fertilizer	42	1,954	+ 9.4	41,505	+18.7	21.24	+ 8.5	40.4	+ 7.4	52.5	+ .9
Food & Kindred Prod.	68	2,983	+ .9	67,964	- 2.4	22.78	- 3.3	42.6	- 3.6	53.4	+ .3
Furniture	75	13,686	- 1.0	286,014	-10.9	20.89	-10.0	37.8	- 9.3	55.2	- .7
Hosiery—FF	60	14,102	- .7	404,303	- 4.0	28.66	- 3.2	36.7	- 3.6	77.9	+ .3
Hosiery—Seamless	123	17,209	- 1.5	344,135	- 4.4	19.99	- 2.9	35.4	- 3.2	56.4	+ .3
Iron & Steel Group	17	7,953	+ 5.3	244,845	+12.1	30.78	+ 6.4	42.5	- 5.5	72.2	+12.4
Knit Goods—Flat	10	5,239	- 1.0	114,780	- 3.2	21.90	- 2.2	39.4	- 1.9	55.5	- .3
Lumber (Including Planing Mills)	61	4,639	- 2.5	103,431	- 4.8	22.29	- 2.4	43.1	- 2.7	51.6	+ .1
Machinery Group	49	2,341	- 4.9	85,202	- 4.2	36.39	+ .6	44.5	+ .9	81.7	- .2
Paper Boxes (Corrugated, Folded & Set-Up)	17	1,118	- 4.8	24,389	- 7.0	21.81	- 2.3	40.7	- 4.9	53.5	+ 2.6
Pulp Mills	5	3,961	- 1.5	149,201	+ .6	37.66	+ 2.1	43.8	+ 1.8	85.8	+ .2
Printing & Pub.	27	685	- 1.2	23,544	- 1.8	34.37	- .5	39.3	+ .2	87.2	- .9
Rayon Goods	22	8,205	- 2.0	209,661	- 4.0	25.55	- 2.0	41.9	- 2.5	60.9	+ .4
Stemmeries & Redrying Plants	21	6,299	- 8.2	136,476	+ 4.1	21.66	+13.5	40.9	+13.2	52.9	+ .3
Tobacco Products	8	12,712	X	358,863	- .9	28.23	- .9	39.2	- 2.2	71.8	+ 1.1
Woolen Mills	7	4,262	- 1.4	112,408	- 4.8	26.37	- 3.3	41.4	- 2.8	63.5	- .7
Other Industries	130	35,034	- 2.0	1,376,678	- 4.0	39.29	- 2.0	41.6	- 3.9	94.2	+ 1.8
Non-Mfg. Total	723	14,669	-17.0	\$296,752	- 8.7	\$20.22	+10.0	40.4	+ 3.0	50.0	+ 7.0
Retail	432	7,663	-27.7	128,526	-16.4	16.83	+15.5	35.7	+ 2.2	47.1	+12.9
Wholesale	169	1,986	- 3.1	71,239	- 1.7	5.87	+ 1.4	44.2	+ .9	80.9	+ .3
Laundries, Dyeing & Cleaning	33	1,862	- 1.2	32,607	+ 1.7	17.51	+ 3.1	48.4	+ 1.2	36.1	+ 1.6
Mines & Quarries	34	960	- .4	19,531	- 7.3	20.34	- 6.9	39.4	- 6.8	51.5	- .1
Public Utilities	32	835	- 3.2	26,607	- 3.2	31.86	No chg	45.5	- 1.3	69.9	+ 1.3
Hotels	23	1,393	+ 1.9	18,242	+ .6	13.09	- 1.2	47.6	- 1.0	27.4	- .3
Total—All Mfg. & Non-Mfg.	1,802	279,668	- 2.4	\$7,207,178	- 3.5	\$25.77	- 1.0	40.0	- 2.4	64.3	+ 1.2

X Less than .1 Per Cent.

+Insufficient data at time of release.

### Manufacturing Employment Increases 2,000 In Month

Total employment in the manufacturing industries of North Carolina was 2,000 higher last November than in October, according to the latest figures issued by the Bureau of Labor Statistics of the United States Department of Labor.

The survey covering November shows a total of 384,000 workers employed in manufacturing. Although this sum was 2,000 more than in October, the total was 1,000 less than the number employed in November 1942.

The November report listed a total of 739,000 workers engaged in non-agricultural employment of all types, a decline of 5,000 from the October figure and a decrease of 22,000 from the November 1942 figure of 761,000.

The high rate of employment in wartime manufacturing industries holds steady despite the general decline of 22,000 in all industries, the report points out.

### Percentage of Women Wage Earners Still High In Manufacturing

The percentage of women wage earners in the manufacturing industries of North Carolina during January remained at approximately the same level as in the previous month.

The survey covering the month of January, made by the Division of Statistics, showed a total of 92,879 women employed by 789 manufacturing firms in the Piedmont section of the State. This was 46.4 percent of the total of 199,865 workers employed by the firms.

A survey of 172 firms in the eastern Coastal area showed that out of 41,498 employees, 9,523—or 22.9 percent—were women.

In the Mountain section a total of 10,224 women were employed. This was 36.5 percent of the 27,936 workers employed by 132 firms which reported from the section.

Combined figures for the State as a whole showed 112,626 women out of

(Continued on page 4)



# DIVISION OF STANDARDS AND INSPECTIONS

## State Inspections

A total of 627 manufacturing, mercantile, service and mining establishments employing 12,387 workers were inspected under the provisions of the North Carolina Labor Laws and rules and regulations during January by the inspectors of the Division of Standards and Inspections.

The inspectors reported a total of 1,409 violations of the Labor Laws, rules and regulations during the month. Immediate compliance with the provisions of the law was secured in 1,089 cases. The majority of the violations were not of a serious character. Violations of the Maximum Hour Law for adults were found in 11 cases, of which nine were corrected immediately. The working-hours provisions of the Child Labor Law were being violated in 150 instances, and compliance was secured at once in 125 of these cases. Sixteen instances were found in which minors under 18 years of age were being employed in prohibited occupations or minors under 14 years of age were being illegally employed. Nine of these violations were corrected immediately. The inspectors made a total of more than 1,200 recommendations to employers concerning compliance with the safety, sanitation, record-keeping, and other provisions of the law.

The aggregate number of violations of each type was reported as follows by the inspectors:

Hour Law .....	11
Time Records .....	30
Child Labor .....	793
Drinking Facilities .....	5
Sanitation .....	91
Seats .....	12
Safety Code .....	144
Other Violations .....	323

## Wage-Hour and Public Contracts Inspections

The Department of Labor closed a total of 73 cases under the Fair Labor Standards Act and 17 cases under the Public Contracts Act during January. A total of more than \$32,000 was secured in back wages for workers during the month as a result of inspections. This was over twice the amount of back wages secured for workers in December.

Among the firms found to be covered by the provisions of the Fair Labor Standards Act, seven were violating the minimum wage provisions by failing to pay rates up to 40 cents an hour; 22 were not paying overtime in accordance with the time-and-one-half provision; and 12 were violating both the minimum wage and the overtime provisions.

Inspections to secure compliance with the provisions of the Public Contracts Act, which covers all plants having government orders valued in excess of \$10,000, were made in 17 firms concurrently with the inspections under the Wage and Hour Law.

The total of \$32,110.88 in unpaid back wages which was secured for workers during January was paid to 1,259 employees by 40 firms.

## Youthful Job Seekers Must Furnish Proof of Age

Job-seeking boys and girls under 20 who leave home should carry with them proof of their age, Commissioner Shuford pointed out recently. Otherwise, they are apt to find themselves stranded and unable to take the war jobs on which they are needed.

They should carry with them a copy of their birth certificate, a church record, such as a baptismal certificate, or an insurance policy of several years' standing on which their birth date is recorded. Without such proof of age, Mr. Shuford said, they are apt to have trouble when they apply for a job, for employers generally now require age certificates in order to safeguard themselves under Federal and State child-labor laws. The war plants, which offer the favored job opportunities, are all operating under Federal laws.

"Young migrants find that they cannot be taken on until they furnish legal proof of age," the Commissioner said. "Getting such proof, when they are away from home, is difficult, particularly for those who come from rural communities. In some places, births are not officially recorded, and that means the simplest and most common proof is not available. Next best is a church record and, if not that, then the insurance policy. A ration card or a Social Security card or a driver's license will not do. The last resort is a physical examination by a public health physician, plus a parent's affidavit, and a school record."

Getting such evidence takes time, which these young people cannot afford to lose, Commissioner Shuford added, for many of them have no funds to tide them over until they can hear from home. Not only is the time lost to them, but many manhours are lost to war production, he pointed out.

## Statistics Division Makes Survey of 1943 Wages

(Continued from page 1)

ating somewhat from month to month, the weekly earnings in manufacturing rose to \$26.64 by the end of the year.

Average weekly wages for each industrial group surveyed during the year were as follows:

Manufacturing: brick, tile and terracotta, \$19.12; cotton textile, \$22.99; cottonseed oil, \$21.22; dyeing and finishing, \$23.50; fertilizer, \$20.94; furniture, \$21.94; full-fashioned hosiery, \$27.60; seamless hosiery, \$19.90; flat knit goods, \$21.88; lumber, \$21.16; paper boxes, \$20.54; pulp mills, \$37.26; printing and publishing, \$33.47; rayon goods, \$25.41; tobacco products, \$29.04; woolen mills, \$26.24.

Non-manufacturing: retail, \$16.86; wholesale, \$33.87; laundries, dyeing and cleaning plants, \$15.90; mines and quarries, \$20.93; public utilities, \$30.86; hotels, \$12.65; insurance and brokerage, \$48.16.

## MONTHLY REPORT Veterans' Service Division

—FRANK M. SASSER, Service Officer—

### January, 1944

Letters Written .....	552
Folders Reviewed .....	251
Examinations Secured .....	28
Hospitalization .....	22
Field Trips Re Claims .....	3
Personal Interviews .....	193
Appearances Before Rating Board .....	156
New Cases .....	183
Old Cases .....	457
Total Cases .....	640
Pensions .....	96
Compensations .....	13
Increased Benefits .....	\$ 2,925.50
Back Benefits .....	\$10,403.31
Insurance Benefits .....	\$35,000.00
Total Benefits .....	\$48,328.81

### Veterans' Service Division January, 1944

More than \$48,328 in pensions, compensation and other benefits was secured for war veterans and their families during January by the Veterans' Service Division of the Department of Labor.

The Division handled a total of 640 cases during the month, had 193 personal interviews with applicants for benefits, secured hospitalization for 22 veterans, and obtained pensions for 90 others.

Located in Fayetteville, the Division assists all veterans in securing hospitalization, compensation and pensions, and aids widows and orphans of veterans in establishing any claims they may have under federal laws. Activities of the Division are expanding rapidly as a result of the war situation.

### Commissioner Attends Washington Conferences

Commissioner Shuford attended two conferences in Washington, D. C., recently to participate in discussions of labor trends in the United States.

The first conference was a meeting of the General Advisory Committee on Protection of Young Workers. Composed of some 20 persons from various sections of the country, this committee acts as an advisory agency to the Children's Bureau of the United States Department of Labor. The meeting was called for the purpose of appraising trends and problems in employment of young workers, to consider how community action can promote better application of good standards, and to look ahead to the ways in which industrial demobilization will affect young workers.

The second conference was a meeting of labor commissioners from all over the country, called by Secretary of Labor Frances Perkins. The Commissioners met to discuss problems arising in connection with cessation of certain wartime industrial production operations and to determine to what degree temporary exemptions from State Labor Laws should continue to be granted in the interest of war production.



# January Building Permits

Prepared by Statistical Division

## High Point Leads Cities In Building Construction

Building construction in the 26 largest North Carolina cities during January showed a decrease in the number of permits and estimated cost of construction as compared with that of January 1943.

The number of permits issued in January was 10.1 per cent below that of January 1943.

In January 1944 there was an increase in the number of permits issued compared with December 1943, but a decrease in estimated cost of construction.

The total amount of construction was \$161,666. Of this sum \$7,000 was for residential, \$42,830 for non-residential, and \$111,836 for additions, alterations, and repairs.

High Point led the cities. Winston-Salem was second and Salisbury was third.

## Percentage of Women Wage Earners Still High In Manufacturing

(Continued from page 2)

269,299 manufacturing workers, or 41.8 percent of the total labor force in 1,093 plants.

## January Child Labor Report

Employment of children under 18 years of age fell off sharply in North Carolina during January, dropping from 1,517 in December to 3,081 in January, the Statistics Division reported.

According to the January report, 2,625 minors aged 16 and 17 were certified for work—1,811 of them in manufacturing industries, 699 in mercantile and service trades, and 115 in construction work.

A total of 456 minors under 16 years of age obtained work permits during the month.

Of all the children certified, approximately 75 percent were boys and 25 percent girls.

The January figures raise to 98,252 the total number of child labor certificates of all types in North Carolina since the beginning of the war.

Percentage of women workers was highest in the following types of industry: cotton textile, 44.1 percent; full-fashioned hosiery, 63.7; seamless hosiery, 71.3; iron and steel group, 63.6; flat goods, 71.7; paper boxes, 62.7; rayon goods, 49.1; stemmeries and re-drying plants, 63.3; tobacco products, 43.6; woolen mills, 42.7.

## Lumberton Leads Towns

The reporting towns with a population of less than 10,000 reported an estimated expenditure of \$28,595 on building construction during January. Of this sum \$650 was for residential buildings, \$1,695 for non-residential buildings and \$26,250 for additions, alterations and repairs.

Lumberton led the towns, reporting an expenditure of \$10,000. Hendersonville was second and Asheboro third.

The towns that reported were Asheboro, Belmont, Cherryville, Clinton, Edenton, Forest City, Hamlet, Hendersonville, Kings Mountain, Lumberton, Mooresville, Morehead City, Mount Airy, North Wilkesboro, Roanoke Rapids, Southern Pines, Spindale and Williamston.

## Type of January Building Construction In 26 Reporting Cities

TYPE OF BUILDING	Buildings for Which Permits were Issued	
	No.	Cost
Residential Buildings:		
One-family dwellings	10	\$ 7,000
Non-Residential Buildings:		
Amusement and recreation places	1	3,000
Churches	1	175
Factories, Bakeries, Ice Plants, Laundries, & other workshops	2	10,000
Garages, public	1	3,000
Garages, private (when separate from dwelling)	9	1,595
Gasoline and service station	1	300
Office buildings, including banks	2	950
Public works and utilities	1	14,400
Sheds, poultry houses, contractors' temporary offices, etc.	3	415
Stables and Barns	1	50
Stores and other mercantile buildings	7	8,100
All other non-residential	1	845
Total	30	\$ 42,830
Additions, Alterations, Repairs:		
Housekeeping dwellings	127	\$ 37,479
Non-housekeeping dwellings	9	19,520
On non-residential buildings	73	54,837
Total	209	\$111,836

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES, JANUARY, 1943 AND JANUARY, 1944

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	Jan. 1943	Jan. 1944	Percentage Change	Jan. 1943	Jan. 1944	Percentage Change
Total	277	249	-10.1	\$508,681	\$161,666	-68.2
Residential buildings	39	10	-74.3	121,015	7,000	-94.2
Non-residential buildings	27	30	+11.1	304,930	42,830	-85.9
Additions, alterations and repairs	211	209	-.9	82,736	111,836	+35.1

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES, DECEMBER, 1943 AND JANUARY, 1944

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	Dec. 1943	Jan. 1944	Percentage Change	Dec. 1943	Jan. 1944	Percentage Change
Total	219	249	+13.6	\$189,859	\$161,666	-14.8
Residential buildings	8	10	+25.0	38,150	7,000	-81.6
Non-residential buildings	35	30	-14.2	31,565	42,830	+35.6
Additions, alterations and repairs	176	209	+18.7	120,144	111,836	-6.9

## SUMMARY OF JAN., 1944, BUILDING CONSTRUCTION WORK IN 26 PRINCIPAL CITIES OF NORTH CAROLINA

Total of January, 1943, Included for Comparison

CITY	No. of Buildings	Private Construction	NEW RESIDENTIAL BUILDINGS		NEW NON-RESIDENTIAL BUILDINGS		ADDITIONS, ALTERATION, AND REPAIRS		ESTIMATED COST OF ALL CONSTRUCTION WORK	
			ESTIMATED COST		NO. FAMILIES		Jan. 1943	Jan. 1944	Jan. 1943	Jan. 1944
			Jan. 1943	Jan. 1944	Jan. 1943	Jan. 1944				
Total	10	\$7,000	\$121,015	\$7,000	45	10	\$304,930	\$42,830	\$82,736	\$111,836
Asheville							225	7,185	5,500	7,185
Burlington										
Charlotte							3,500	4,045	13,860	5,127
Concord								275		275
Durham			103,940		35		450	9,635	5,261	113,575
Fayetteville	1	2,000		2,000		1				
Fayetteville	5	2,800		2,800		5	16,000	200	1,275	2,195
Gastonia	2	400		400	1	2		400		900
Goldsboro	2	1,800		275	1	2	825	1,250	200	1,850
Greensboro							575	190	11,922	15,765
Greenville							525	150	300	150
Hickory									500	500
High Point							370	14,400	13,040	9,329
Kinston							300	5,700	1,100	1,400
Lexington								3,285	3,905	1,430
New Bern									11,000	
Raleigh								11,000	1,495	1,495
Reidsville									675	675
Rocky Mount							300		400	850
Salisbury							800		355	18,100
Shelby									535	768
Statesville										
Thomasville								50		50
Wilmington			16,300		8		261,500	1,250	9,792	13,353
Wilson								315	1,200	315
Winston Salem							20,760	310	1,297	18,583



# NORTH CAROLINA

# Labor and Industry

Monthly Bulletin of the Department of Labor, Forrest H. Shuford, Commissioner

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No. 4

## Number of Women Wage Earners In Manufacturing Continues to Increase

The percentage of women wage earners in the manufacturing industries of North Carolina increased slightly during February in comparison with January figures.

A survey of 953 representative firms, made by the Division of Statistics, indicates that in February, 1943, these firms employed 245,977 workers of which 94,331 were women. These same firms in February, 1944, employed 233,954 workers of which 99,931 were women. Thus, while total employment showed a 4.9 percent decrease, employment of women increased 5.9 percent. This increase of women workers has been particularly noticeable in industries engaged primarily in war work. A recent study, made by the War Manpower Commission, of 500 firms engaged in war work or closely allied manufacture indicated that women workers had increased about 22 percent from January, 1943, to January, 1944.

The sample compiled by the Division of Statistics for the month of February, 1944, covers 1,053 manufacturing

(Continued on page 2)

## Apprenticeship Training Service

The change of procedure by the Selective Service in the deferment of men under 26 years of age in vital industries has emphasized the necessity for all training agencies to coordinate more closely their programs. The training program becomes increasingly valuable in keeping production in war plants at its present high level.

Mr. C. L. Beddingfield, Director of Apprenticeship Training, has attended several meetings in the last few weeks with representatives of other training agencies. In these meetings an effort was made to coordinate the efforts of the different training agencies to prevent over-lapping of the training program and to expedite the program in all plants affected by the new regulations. The training programs for the duration must of necessity require a more coordinated program and closer supervision. This is due to the limited labor market and the age groups from which recruits are secured to replace the skilled men who are being called into the service.

All persons responsible for training programs in plants are urged to contact the Division of Apprenticeship Training.

## EXPANSION OF VETERANS SERVICE DIVISION APPROVED

GOVERNOR AND COUNCIL OF STATE APPROVE IMMEDIATE ESTABLISHMENT OF ADDITIONAL OFFICES

The Governor and Council of State have approved plans for the immediate expansion of the veterans service division of the North Carolina Department of Labor. This action was authorized by an act of the 1943 General Assembly which provided, in substance, that in the event the number of veterans returning from this war on account of casualties, disabilities or for other reasons should be such as to require the expansion of this service, the Governor and Council of State should make allocation from the Contingency & Emergency Fund for such purpose.

It is estimated that veterans are already returning to the state at the estimated rate of approximately fifteen hundred a month. Commissioner of Labor Forrest Shuford, in whose department this service is set up, recommended that offices for carrying out this service be established for the present in the following cities: Asheville, Charlotte, Greensboro, Raleigh and Greenville.

There has heretofore been maintained an office in Fayetteville, which will be continued. Other offices may later be established as the need develops.

Each of these offices will serve the entire area in which it is located, under an allocation of counties to each office, which will be later announced.

Regular appropriations made by the General Assembly were found to be sufficient to maintain this service for the balance of the current fiscal year. For the year 1944-1945 the Governor and Council of State have made an allocation of \$28,680.00 from the Contingency and Emergency Fund.

The offices which are being established under this action will each be staffed by an assistant service officer and a stenographer. These offices will render without cost every service and assistance that veterans may need in connection with obtaining all benefits to which they may be entitled under federal and state enactments. Experience has shown that veterans in many cases are uninformed about privileges and services to which they are entitled and that delay and hardship will result in many cases unless such service is promptly made available to them. The chief Veterans Service Officer of the state is Frank Sasser, who is located at the Fayetteville office and who will have general supervision over the newly established offices.

## Control of Child Labor During Past Six Years

When the General Assembly of 1937 enacted a Child Labor Bill and entrusted the enforcement of the provisions contained therein to the Department of Labor, it gave to the Department a challenge to make this law effective for all children coming under its jurisdiction.

The six and one-half years that these child-labor provisions have been in existence extend from a peace time period of relatively little demand for child labor into a war period when youth has become an important source of labor supply and when the pressure for labor due to war demands has placed unprecedented strain upon the enforcement of all types of labor safeguards. With the rapid wartime increase in the number of employed boys and girls under 18, and even under 16, it has been impossible, in the face of war conditions, to prevent a weakening of the bulwarks provided by the provisions of the bill. In order to prevent wholesale break-downs in standards for young workers, it is important that effective enforcement be developed and carried forward.

In 1938, the first full year the bill was in effect, unemployment of out-of-school young persons between 18 and 24 years of age was a serious problem, and the number of children under 18 years of age receiving employment was extremely small. From July 1, 1937 to June 30, 1938 less than 22,000 employment certificates were issued to minors under 18 years of age. Since that time the number of employment certificates issued for children going to work has almost trebled, 57,405 certificates having been issued in 1943.

The Child Labor Bill prohibited the employment of children under 16 years of age in all manufacturing establishments and all hazardous occupations and required the certification of all minors up to 18 years of age before employment. The law specifically designates as hazardous more than 50 occupations. The Commissioner of Labor, after investigation and hearing, is authorized to designate other occupations as hazardous.

(Continued on page 3)



# NORTH CAROLINA LABOR and INDUSTRY

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FORREST H. SHUFORD

Commissioner of Labor

Prepared by Division of Statistics

Vol. XI APRIL, 1944 No. 4

## Employment and Payrolls February, 1944

Employment in North Carolina industries again decreased slightly during February while payrolls, average weekly earnings, and average hourly earnings showed slight increases.

The February survey covered 1804 firms employing a total of 276,581 workers. The average weekly payroll amounted to \$7,324,904; average weekly earnings were \$26.48; average hourly earnings were 64.9 cents; and the average hours worked per week were 40.7.

The largest employment increase occurred in the iron and steel group with a rise of 21.6 percent, but this increase was largely offset by a 24.4 percent decrease in the seasonal stemmeries and redrying plants.

Average hourly earnings for the various industries were as follows: Manufacturing: Printing and publishing, 87.3; Pulp mills, 86.5; Machinery group, 81.8; Full-fashioned hosiery, 79.1; Tobacco products, 71.6; Iron and steel group, 71.2; Woolen mills, 63.8; Rayon goods, 61.7; Dyeing and finishing, 59.5; Cotton goods, 57.5; Seamless hosiery, 57.2; Flat knit goods, 56.2; Furniture, 55.6; Paper boxes, 54.2; Food and kindred products, 54.1; Fertilizer, 53.1; Stemmeries and redrying plants, 52.4; Lumber, 52.2; Brick, tile, and terra cotta, 48.7; Cottonseed oil, 46.5.

Non-manufacturing industries: wholesale, 81.2; public utilities, 70.6; Mines and quarries, 52.9; retail, 48.9; Laundries, dyeing and cleaning plants, 35.1; hotels, 27.6.

The average hourly wage in manufacturing plants was 65.6 cents; for non-manufacturing industries, 51.3 cents. The average for all industries of both types was 64.9 cents.

### Number of Women Wage Earners In Manufacturing Continues to Increase

(Continued from page 1)

firms in this State. These firms employed a total of 253,668 workers, of which 106,791—or 42.1 percent—were women.

The survey covered 165 firms in the eastern Coastal area and indicated that these firms employed 9,275 women—or 23.4 percent—of a total employment of 39,555.

In the Piedmont section 760 firms reported employing 190,390 workers. Of these, 88,481—or 46.5 percent—were women.

The Mountain section, from which 128 firms reported, employed 23,723

## Employment and Payrolls for North Carolina

Prepared by Statistical Division

Due to the new arrangement between the North Carolina Department of Labor and the Bureau of Labor Statistics, we have been able to increase the coverage of the statistical sample for North Carolina Employment and Payroll.

Your cooperation in supplying current information each month is earnestly desired and will be much appreciated. If your name is not on our mailing list, we shall be glad to add it in order that we might receive your employment data.

### Employment, Payrolls, and Earnings In All Manufacturing and Non-Manufacturing Industries

JANUARY-FEBRUARY, 1944

INDUSTRIES	No. Firms Reporting	EMPLOYMENT		PAYROLLS		AVERAGE WEEKLY EARNINGS		AVERAGE HOURS PER WEEK PER MAN		AVERAGE HOURLY EARNINGS	
		Number Jan., 1944 Feb., 1944	% Change Over Month	Amount Jan., 1944 Feb., 1944	% Change Over Month	Amount Jan., 1944 Feb., 1944	% Change Over Month	Amount Jan., 1944 Feb., 1944	% Change Over Month	Am't Cts. Jan., 1944 Feb., 1944	% Change Over Month
Mfg. Total .....	1,083	261,892	— .6	\$7,023,222	+ 2.3	\$26.81	+ 2.9	40.8	+2.0	65.6	+ .9
Brick, Tile, Terra Cotta .....	12	581	— 2.5	10,747	+ 4.0	18.49	+ 6.7	37.9	+1.0	48.7	+5.8
Cotton Goods .....	303	118,045	— .5	2,773,641	+ 1.1	23.49	+ 1.6	40.8	+1.7	57.5	No chg
Cottonseed—Oil .....	12	721	— 3.7	15,444	+ 1.7	21.42	+ 5.6	46.0	+3.1	46.5	+2.6
Dyeing & Finishing .....	18	4,791	— 2.3	116,024	— 1.8	24.21	+ .4	40.6	+2.7	59.5	— 2.1
Fertilizer .....	43	2,149	+ 8.5	45,847	+ 9.3	21.33	+ .6	40.1	— .4	53.1	+1.3
Food & Kindred Prod. ....	66	2,775	— 4.8	66,165	— .9	23.84	+ 4.1	44.0	+3.0	54.1	+ .9
Furniture .....	77	13,519	— 2.2	299,946	+ 3.9	22.18	+ 6.3	39.8	+5.5	55.6	+ .7
Hosiery—FF .....	59	13,870	X	421,486	+ 5.2	30.38	+ 5.1	38.4	+3.2	79.1	+2.0
Hosiery—Seamless .....	124	16,584	X	338,391	+ 2.6	20.40	+ 2.6	35.6	+1.4	57.2	+1.2
Iron & Steel Group .....	18	9,716	+21.6	310,100	+26.1	31.91	+ 3.7	44.8	+5.4	71.2	— 1.3
Knit Goods—Flat .....	10	5,225	— .2	118,146	+ 3.0	22.61	+ 3.2	40.2	+2.0	56.2	+1.2
Lumber (Including Planing Mills) .....	63	4,801	+ 2.3	106,683	+ 2.0	22.22	— .2	42.5	— 1.3	52.2	+1.1
Machinery Group .....	48	2,249	— 3.7	83,472	— 1.1	37.11	+ 2.7	45.3	+2.4	81.8	+ .2
Paper Boxes (Corrugated, Folded & Set-Up) .....	17	1,068	— 4.4	23,435	— 3.9	21.94	+ .5	40.4	— .7	54.2	+1.3
Pulp Mills .....	5	3,960	X	147,613	— 1.0	37.27	— 1.0	43.0	— 2.0	86.5	+ .8
Printing & Pub. ....	27	682	— .4	23,047	— 2.1	33.79	— 1.6	38.7	— 1.5	87.3	+ .1
Rayon Goods .....	20	6,283	— 1.1	163,225	+ .6	25.97	+ 1.8	42.0	+1.9	61.7	— .1
Stemmeries & Redrying Plants .....	20	4,756	— 24.4	94,605	— 30.6	19.89	— 8.2	37.9	— 7.3	52.4	— .7
Tobacco Products .....	8	12,484	— 1.7	350,986	— 2.1	28.11	— .4	39.2	No chg	71.6	— .2
Woolen Mills .....	7	4,130	— 3.0	109,070	— 2.9	26.40	+ .1	41.3	— .2	63.8	+ .4
Other Industries .....	126	33,503	— 1.3	1,405,149	+ 5.3	41.94	+ 6.7	43.4	+4.0	96.4	+2.3
Non-Mfg. Total .....	721	14,689	X	\$301,682	+ .9	\$20.53	+ .8	39.9	— .9	51.3	+1.7
Retail .....	436	7,764	— .9	134,967	+ .5	17.38	+ 1.5	35.5	— 1.3	48.9	+2.9
Wholesale .....	167	2,038	+ .3	73,507	+ 1.2	36.06	+ .8	44.3	+ .4	81.2	+ .3
Laundries, Dyeing & Cleaning .....	32	1,725	+ .5	29,282	— .1	16.97	— .7	48.3	— .6	35.1	No chg
Mines & Quarries .....	33	955	— 1.3	19,479	— 1.0	20.39	+ .2	38.5	— 2.2	52.9	+2.7
Public Utilities .....	32	827	— .9	27,302	+ 2.6	33.01	+ 3.6	46.6	+2.4	70.6	+1.0
Hotels .....	21	1,380	+ 5.9	17,145	+ 3.5	12.42	— 2.2	44.9	— 3.6	27.6	+1.4
Total—All Mfg. & Non-Mfg. ....	1,804	276,581	— .6	\$7,324,904	+ 2.2	\$26.48	+ 2.9	40.7	+1.7	64.9	+1.0

X Less than .1 Per Cent.

†Insufficient data at time of release.

workers, of which, 9,035—or 38.1 percent—were women.

Percentage of women workers was highest in the following types of industry: Flat knit goods, 71.7 percent; seamless hosiery, 71.2; iron and steel group, 66.8; full-fashioned hosiery, 64.3; stemmeries and redrying plants, 63.2; paper boxes, 59.3; rayon goods, 49.2; cotton goods, 44.4; tobacco products, 43.1; woolen mills, 42.2; dyeing and finishing, 36.2; food and kindred products, 29.9.

### Nonagricultural Employment In North Carolina

Total employment in nonagricultural establishments in North Carolina increased 6.7 percent between November and December, but decreased 14.5 percent between December, 1942, and December, 1943, according to the latest figures issued by the Bureau of Labor

Statistics of the United States Department of Labor.

Manufacturing employment decreased 5.2 percent between November and December, and 12.9 percent between December, 1942, and December, 1943. The decrease was greater in the non-durable goods classification than in the durable goods where most of the war work is concentrated.

Total employment (to nearest thousand) is reported for North Carolina as follows:

#### Total Nonagricultural

December, 1943 .....744,000

November, 1943 .....739,000

December, 1942 .....755,000

#### Manufacturing

December, 1943 .....382,000

November, 1943 .....384,000

December, 1942 .....387,000



# DIVISION OF STANDARDS AND INSPECTIONS

## Safety and Health Inspections

The safety and health inspectors of the Division of Standards and Inspections made 792 inspections of manufacturing, mercantile, service, and mining establishments (during the month of February) employing approximately 22,000 workers. Apparently there were no particular changes observed in employment throughout the State. The majority of the child labor violations found were failure in obtaining the proper employment certificates, keeping proper time records, and the posting of schedules showing the beginning and ending period of daily hours of work. Immediate compliance was obtained in most cases. Records show 866 child labor violations and 875 compliances. The reason for more compliances than violations was that some establishments found in the previous month to be violating the Child Labor Law were not rechecked until the following month. Four establishments were prosecuted for violations of the Child Labor Law. These establishments included two bowling alleys, one cafe, and one grocery store. Each establishment was found guilty.

Plans and specifications for the installation of 6 new elevators were approved during the month of February. Tests and inspections of 3 new elevator installations were made and several conferences were held with various elevator contractors and repairmen concerning maintenance and repairs of existing elevators. There were 71 routine inspections and 5 major repair inspections.

Our mine inspectors made 31 mine and quarry inspections and indications are that there will be increased mining activities as weather conditions improve.

Considerable improvement has been shown in the work of the safety inspectors since our Inspectors' Training School held in January by Mr. R. P. Blake, Senior Safety Engineer, Division of Standards and Inspections, U. S. Department of Labor, Washington, D. C. It is essential that good working conditions be provided and maintained at all times which will contribute to increased production. Accidents cause injuries which result in lost time man hours of work. Unguarded machinery, slippery floors, unprotected stairways and openings in floors contribute considerably to preventable absence. Our inspectors are always on the alert trying to detect such conditions, making the necessary recommendations to correct any hazard that may be detected.

## Wage-Hour and Public Contracts Inspections

The Department of Labor closed a total of 91 cases under the Fair Labor Standards Act and 43 cases under the Public Contracts Act during February. A total of more than \$14,000 was secured in back wages for workers during the month as a result of inspections.

Among the firms found to be covered by the provisions of the Fair Labor Standards Act, 6 were violating the minimum wage provisions; 15 were not paying overtime in accordance with the time and one-half provision;

and 15 were violating both the minimum wage and the overtime provisions; 48 were violating the record-keeping provisions.

Inspections to secure compliance with the provisions of the Public Contracts Act, which covers all plants having government orders valued in excess of \$10,000, were made in 43 firms concurrently with the inspections under the Wage and Hour Law.

The total of \$14,483.35 in unpaid back wages which was secured for workers during February was paid to 546 employees by 28 firms.

## Control of Child Labor During Past Six Years

(Continued from page 1)

The bill further provided that minors under 18 may not be employed or permitted to work in any establishment where alcoholic liquors are bottled, sold or dispensed (this section was amended in 1943 to permit minors to work in establishments holding "off-premise" license), or in any billiard or pool room. Girls under 18 may not be employed as messengers or at any form of street trade. Minors under 16 and over 14 may be employed during school vacations not in excess of 8 hours per day, or 40 hours per week, or 6 days per week. They may likewise be employed during school sessions, provided, the hours of school and of work do not exceed 8 in any one day. The employment of minors under 14 is prohibited, except in the sale of newspapers and magazines. Boys over 12 may engage in this occupation under regulations prescribed by the Commissioner of Labor, but not for more than 10 hours in any one week. Under the North Carolina Emergency War Powers Proclamation of May and of August, 1943, provisions were made for changes in child labor regulations for the employment of minors in war essential industries. These provisions allow later working hours for minors under certain conditions and other small changes, but they do not provide for any breaking down of the main intent and purpose of the North Carolina Child Labor Law as enacted in 1937.

The General Assembly of 1939 passed an act authorizing the State Department of Labor to enter into a cooperative agreement with the Administration of the Fair Labor Standards Act of 1938 and the Children's Bureau of the United States Department of Labor to make inspections for compliance with the Wage and Hour Law and to accept reimbursement therefor. The Federal Child Labor Law is a part of the Fair Labor Standards Act. This cooperative agreement has proven mutually satisfactory, bringing all inspections of establishments in North Carolina under the jurisdiction of the Commissioner of Labor.

The administration of child-labor laws has been carried forward in four general channels; (1) Setting standards, based on fact finding, that are necessary to defining nonharmful work and occupations particularly hazardous for minors; (2) inspecting places of employment; (3) making certifications of employment available to help prevent violations, and to give

## MONTHLY REPORT Veterans' Service Division

—FRANK M. SASSER, Service Officer—

### February, 1944

Letters Written .....	454
Folders Reviewed .....	278
Examinations Secured .....	26
Hospitalizations .....	20
Field Trips Re Claims .....	5
Personal Interviews .....	167
Appearances Before Rating Board .....	195
New Cases .....	216
Old Cases .....	572
Total Cases .....	788
Pensions .....	112
Compensations .....	4
Increased Benefits .....	\$ 3,530.84
Back Benefits .....	\$15,139.60
Insurance Benefits .....	\$46,000.00
Total Benefits .....	\$64,670.44

### Veteran's Service Division February, 1944

More than \$64,670 in pensions, compensation and other benefits was secured for war veterans and their families during February by the Veterans' Service Division of the Department of Labor.

This figure represents a new monthly high in benefits secured for veterans by this Division, and is more than nine times as large as were benefits secured in February, 1943. During the past twelve months benefits in the sum of more than \$276,696 have been secured for veterans and their families.

The Division handled a total of 788 cases during the month, of which 216 were new cases; held 167 personal interviews with applicants for benefits; secured hospitalization for 20 veterans; and obtained pensions for 112 others.

The work of the Division, located in Fayetteville, may be expected to increase rapidly as more and more veterans of the present war return.

employers the protection the law provides; (4) litigation through injunction suits or criminal prosecutions.

In general there has been wide acceptance of the child-labor provisions and a genuine desire on the part of the large majority of employers to abide by them. Never-the-less, there have been employers who through either ignorance or deliberate intent have disobeyed the law.

Under the impact of the war the number of violations of the child-labor provisions found has increased almost threefold. This is largely attributed to the fact that the number of employment certificates issued has more than doubled and at the same time inspections have increased in effectiveness. It should also be noted that most violations are of a minor nature. Employers have hired youngsters without certificates who upon application would have received them, have failed to keep proper time records, and have failed to post required schedules. This practice is not to be condoned, but the minor nature of the violation should be remembered.

(Continued on page 4)



# February Building Permits

Prepared by Statistical Division

## Building In 26 Cities Drops 11.6 Per Cent

Estimated cost of construction during February was 11.6 per cent below that of February 1943, while the number of permits issued was 1.7 per cent above that of the same period last year. Two hundred ninety-nine permits were issued for construction estimated to cost \$254,074. Of this amount \$6,150 was for residential building, \$100,171 for non-residential building, and \$147,753 for additions, alterations, and repairs.

Raleigh led the 26 North Carolina cities of more than 10,000 population in estimated cost of construction, while Charlotte was second and Salisbury third.

## Towns Spend \$20,794

Reporting towns reported an estimated cost of construction of \$20,794 during February. Of this amount \$2,200 was for residential building, \$5,625 for non-residential, and \$12,969 for additions, alterations, and repairs.

Graham and Rockingham tied for the lead, both having an expenditure

of \$5,000, while Asheboro was second and Roanoke Rapids third. Among the towns reporting were Asheboro, Belmont, Cherryville, Edenton, Forest City, Graham, Hamlet, Hendersonville, Kings Mountain, Lenoir, Lincolnton, Lumberton, Mooresville, Morehead City, North Wilkesboro, Roanoke Rapids, Rockingham, Sanford, Southern Pines, Spencer, Spindale, Washington, and Williamston.

## February Child Labor Report

Employment of minors under 18 years of age increased 7.3 percent in North Carolina during the month of February, rising from 3,081 in January to 3,305 in February, this figure likewise representing an increase of 18.1 percent over February, 1943.

Of the 3,305 certificates issued in February, 2,425—or 73.3 percent—were issued to boys and 880—or 26.7 percent—to girls.

The report indicates that 2,756 minors aged 16 and 17 were certified for work—1,985 boys and 771 girls. Employment as to type of industry was as follows: Manufacturing, 1,846; non-manufacturing, 771; and, construction, 139.

A total of 549 minors under 16 years of age obtained employment certificates during the month.

The February figure raises to 101,557 the total number of child labor certificates of all types issued in North Carolina since the beginning of the war.

## Type of February Building Construction In 26 Reporting Cities

TYPE OF BUILDING	Buildings for Which Permits were Issued	
	No.	Cost
Residential Buildings:		
One-family dwellings	8	\$ 6,150
Non-Residential Buildings:		
Amusement and recreation places	2	\$ 15,824
Churches. (Include parish halls and Sunday-school rooms)	2	7,800
Factories, bakeries, ice plants, laundries, and etc.	3	5,600
Garages, public	1	4,500
Garages, private (when separate from dwelling)	5	1,085
Office buildings, including banks	1	2,000
Sheds, poultry houses, contractor's temporary offices	8	5,023
Stores and other merchantile buildings	21	56,939
All other non-residential	2	1,400
Total	45	\$100,171
Additions, Alterations, Repairs:		
Housekeeping dwellings	173	\$ 68,442
Non-housekeeping dwellings	5	9,100
On non-residential buildings	68	70,211
Total	246	\$147,753

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES, FEBRUARY, 1943 AND FEBRUARY, 1944

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	Feb. 1943	Feb. 1944	Percentage Change	Feb. 1943	Feb. 1944	Percentage Change
Total	294	299	+ 1.7	\$287,474	\$254,074	- 11.6
Residential buildings	31	8	-74.1	81,075	6,150	- 92.4
Non-residential buildings	35	45	+28.5	46,027	100,171	+117.6
Additions, alterations and repairs	228	246	+ 7.8	160,372	147,753	- 7.8

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES, JANUARY, 1944 AND FEBRUARY, 1944

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	Jan. 1944	Feb. 1944	Percentage Change	Jan. 1944	Feb. 1944	Percentage Change
Total	249	299	+20.0	\$189,859	\$254,074	+ 33.8
Residential buildings	10	8	-20.0	38,150	6,150	- 83.8
Non-residential buildings	30	45	+50.0	31,565	100,171	+217.3
Additions, alterations and repairs	209	246	+17.7	120,144	147,753	+ 22.9

## SUMMARY OF JAN., 1944, BUILDING CONSTRUCTION WORK IN 26 PRINCIPAL CITIES OF NORTH CAROLINA

Total of January, 1943, Included for Comparison

CITY	No. of Buildings	Private Construction	NEW RESIDENTIAL BUILDINGS				NEW NON-RESIDENTIAL BUILDINGS		ADDITIONS, ALTERATION, AND REPAIRS		ESTIMATED COST OF ALL CONSTRUCTION WORK	
			ESTIMATED COST		NO. FAMILIES		Feb. 1943	Feb. 1944	Feb. 1943	Feb. 1944	Feb. 1943	Feb. 1944
			Feb. 1943	Feb. 1944	Feb. 1943	Feb. 1944						
Total	8	\$6,150	\$81,075	\$6,150	31	8	\$46,027	\$100,171	\$160,372	\$147,753	\$287,474	\$254,074
Asheville	1	200		200		1	200	25	2,746	10,463	2,946	10,688
Burlington												
Charlotte							3,550	2,500	26,711	30,603	30,261	33,103
Concord									500	3,700	500	3,700
Durham									950	6,943	6,943	10,640
Elizabeth City									1,800	1,375		3,175
Fayetteville	3	600	400	600	2	3	3,845		894	2,385	1,294	6,830
Gastonia									500	800	500	800
Goldsboro	3	2,950	60,000	2,950	20	3	7,552	13,294	1,250	1,050	68,802	17,294
Greensboro							135	800	20,154	4,378	20,289	5,178
Greenville							150			300	150	300
Hickory							1,500		250	150	1,750	150
High Point			175		1		1,340	1,460	6,062	15,279	7,577	16,739
Kinston								525		14,000		14,525
Lexington			3,000		1		515		1,400	2,000	4,915	2,000
New Bern							1,000	550	1,550	3,730	2,550	4,280
Raleigh								46,724	260	275	260	46,999
Reidsville							500				500	
Rocky Mount							500		475	2,500	975	2,500
Salisbury							390	18,000	10,750	9,630	11,140	27,630
Shelby									678	400	678	400
Statesville												
Thomasville							125		100	1,900	225	1,900
Wilmington	1	2,400	17,500	2,400	7	1	28,420	2,000	14,609	13,500	60,529	17,900
Wilson							150	7,000	375	4,350	525	11,350
Winston-Salem								698	64,165	15,295	64,165	15,993



# Labor and Industry

Monthly Bulletin of the Department of Labor, Forrest H. Shuford, Commissioner

Vol. XI

RALEIGH, N. C., MAY, 1944

No. 5

## Government Pools Forces To Reduce Accidents

The United States Department of Labor and the War Production Board have made an operating agreement through which the two agencies will pool their forces to reduce the toll of industrial accidents that annually result in a loss of life six times as great as the Nation sustained at Pearl Harbor.

The agreement represents a further step in carrying out the comprehensive antiaccident campaign, in cooperation with various Federal agencies, labor unions, industrial groups, and other private organizations. Among the private groups participating in the campaign are the American Federation of Labor, the Congress of Industrial Organizations, the U. S. Chamber of Commerce, the National Association of Manufacturers, and the National Safety Council.

Under the terms of the agreement, the War Production Board will carry out such functions as follows:

Receive reports, suggestions, and complaints dealing with the industrial hygiene and the safety of war workers.

Act as a central clearing house to check and refer the above data for remedial action by the proper Federal

(Continued on page 3)

## Nonagricultural Employment In North Carolina

Total employment in nonagricultural establishments in North Carolina decreased 4.0 percent in January as compared with December and 3.1 percent as compared with January, 1943, according to the latest figures issued by the Bureau of Labor Statistics of the United States Department of Labor.

Manufacturing employment was down 1.0 percent as compared with December and 3.1 percent as compared with January, 1943.

The decrease in manufacturing employment was greater in the non-durable goods classification than in the durable goods where most of the war work is concentrated.

Total employment (to nearest thousand) is reported for North Carolina as follows:

### Total Nonagricultural

January, 1944.....	714,000
December, 1943.....	744,000
January, 1943.....	737,000

### Manufacturing

January, 1944.....	378,000
December, 1943.....	382,000
January, 1943.....	390,000

## COMMISSIONER SHUFORD NAMED TECHNICAL ADVISOR

### PRESIDENT ANNOUNCES HIS APPOINTMENT AS ADVISOR TO AMERICAN DELEGATION AT LABOR CONFERENCE

Appointment by President Roosevelt of Forrest H. Shuford, North Carolina Labor Commissioner, to serve as technical advisor to the American delegation at the 26th International Labor Conference was hailed as a tribute to state labor commissioners and in particular to the labor departments of Southern states. The North Carolina Commissioner has for the past six years headed what is considered to be one of the most progressive state labor departments in the South.

Governor Broughton, with whom Commissioner Shuford conferred in connection with the Presidential appointment, said:

"The President's appointment of Commissioner Shuford to serve as technical advisor to the American delegation in the forthcoming important labor conference, is very gratifying to the entire State. This appointment is not only a recognition of the fine leadership and qualifications of Commissioner Shuford, but also a tribute to the exceptional record that has been made in this state in labor relations in recent years. No state in the nation has made a finer record in this respect than North Carolina, as evidenced by the notable volume of production made possible through harmonious and patriotic cooperation on the part of labor and management."

Upon receiving notification of the Presidential appointment Mr. Shuford said:

"My appointment to serve as technical advisor at the conference is a great honor. I take it to be a recognition of the importance of all our state labor departments and particularly those of the Southern states. It conveys a special compliment to my own State and I accept it as much."

The International Labor Conference, which convened at Philadelphia on April 20, will be attended by delegates representing the governments, labor and employer organizations of 40 nations. Most momentous of any conference to date, its agenda will reflect the gravity of the times. Delegates will make recommendations on the maintenance of employment in war and after victory has been won. They will suggest to the United Nations the kind of social and labor clauses that could appropriately be incorporated into a treaty of peace. They will state in internationally acceptable terms the essential elements of recent proposals for advances in social security measures.

The Governing Body considered that the stage had now been reached at which it was imperative that international consideration should be given to the social problems which will arise during the last period of the war and after the close of hostilities, and that it was of the greatest importance that the International Labor Conference should be able to discuss these problems and to make decisions concerning them at the earliest possible moment.

The Conference will devote considerable time and thought to the third item on the agenda, namely: "The organization of employment in the transition from war to peace." The agenda proposes that the Conference develop suggestions on the following important aspects of this item:

The necessity for advance collection of information concerning labor supply and labor requirements, including information from both a national and local level. As an integral part of this discussion thought will be given to any information concerning the relationship between skill used in the armed forces and in industry.

The demobilization of the armed forces with emphasis on cooperation between military authorities and employment services, control of the order and rate of demobilization, and reinstatement of members of the forces in former civil employment and the resultant displacement of present civil employees.

The demobilization of war industries with emphasis on the peacetime use of government war plants, the termination of war contracts, the relaxation of economic controls, and the release of workers from war industries.

The use of employment services by both employers and workers and methods by which this use may be encouraged.

The development, reorganization and expansion of vocational guidance facilities.

The agenda further proposes that the Conference study and adopt suggestions concerning the geographic

(Continued on page 3)



# NORTH CAROLINA LABOR and INDUSTRY

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Raleigh, N. C.

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FORREST H. SHUFORD

Commissioner of Labor

Prepared by Division of Statistics

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## Employment and Payrolls March, 1944

For the second successive month employment in North Carolina industries decreased while payrolls, average weekly earnings, and average hourly earnings increased.

The March report covers 1,782 firms employing 266,894 workers. The weekly payroll of these firms amounted to \$7,246,998; average weekly earnings were \$27.15; average hourly earnings were 65.9 cents; and the average hours worked per week were 41.1.

The largest employment increase occurred in the seasonal fertilizer industry with a rise of 5.9 percent. The greatest decrease occurred in the likewise seasonal stemmeries and redrying plants with a drop of 33.4 percent. A decrease of 14.6 percent was also noted in the tobacco industry due to the strike of employees of the American Tobacco Co. at Durham.

Average hourly earnings for the various industries were as follows: Manufacturing: Printing and publishing, 88.7; Pulp mills, 86.1; Machinery group, 83.5; Full-fashioned hosiery, 78.7; Tobacco products, 71.3; Iron and steel group, 69.8; Woolen mills, 65.0; Rayon goods, 61.7; Dyeing and finishing, 61.0; Cotton goods, 58.5; Seamless hosiery, 56.8; Flat knit goods, 56.6; Furniture, 56.6; Paper boxes, 55.4; Fertilizer, 54.7; Stemmeries and redrying plants, 54.2; Food and kindred products, 53.8; Lumber, 52.7; Brick, tile, and terra cotta, 50.3; Cottonseed oil, 46.9.

Non-manufacturing industries: Wholesale, 80.5; Public utilities, 71.0; Mines and quarries, 52.1; Retail, 48.3; Laundries, dyeing and cleaning plants, 35.2; Hotels, 27.6.

The average hourly wage in manufacturing plants was 66.7 cents; for non-manufacturing industries, 50.7 cents. The average for all industries of both types was 65.9 cents.

## Absenteeism

A recent survey of 13 firms in North Carolina engaged in war work indicated an absenteeism rate of 9.5—4,900 manshifts lost out of 51,458 scheduled.

The rate in individual plants studied varied from 1.8 to 10.3. While the sample is too small to be indicative of the general trend in North Carolina, it does indicate that there are some firms in which the absenteeism rate is too high.

## Employment and Payrolls for North Carolina

Prepared by Statistical Division

Due to the new arrangement between the North Carolina Department of Labor and the Bureau of Labor Statistics, we have been able to increase the coverage of the statistical sample for North Carolina Employment and Payroll.

Your cooperation in supplying current information each month is earnestly desired and will be much appreciated. If your name is not on our mailing list, we shall be glad to add it in order that we might receive your employment data.

### Employment, Payrolls, and Earnings In All Manufacturing and Non-Manufacturing Industries

FEBRUARY-MARCH, 1944

INDUSTRIES	No. Firms Reporting	EMPLOYMENT		PAYROLLS		AVERAGE WEEKLY EARNINGS		AVERAGE HOURS PER WEEK PER MAN		AVERAGE HOURLY EARNINGS	
		Number Feb., 1944	% Change Mar., 1944	Amount Feb., 1944	% Change Mar., 1944	Amount Feb., 1944	% Change Mar., 1944	Amount Feb., 1944	% Change Mar., 1944	Am't Cts. Feb., 1944	% Change Mar., 1944
Mfg. Total.....	1,078	252,684	- 2.0	\$6,953,432	+ .6	\$27.51	+ 2.8	41.2	+ .9	66.7	+1.9
Brick, Tile, Terra Cotta.....	12	592	+ 1.8	12,351	+14.9	20.86	+12.8	41.4	+ 9.2	50.3	+3.2
Cotton Goods.....	301	115,524	- 1.0	2,776,553	+ 1.2	24.03	+ 2.2	41.0	+ .2	58.5	+2.0
Cottonseed—Oil.....	12	648	-10.1	13,665	-11.5	21.08	- 1.5	44.9	- 2.3	46.9	+ .8
Dyeing & Finishing.....	19	4,759	- 1.4	117,602	+ .6	24.71	+ 2.1	40.4	- .2	61.0	+2.3
Fertilizer.....	42	2,269	+ 5.9	52,625	+15.1	23.19	+ 8.7	42.3	+ 5.4	54.7	+3.0
Food & Kindred Prod.....	64	2,732	+ 1.9	65,759	+ 3.6	24.06	+ 1.7	44.7	+ 1.8	53.8	+ .1
Furniture.....	78	13,589	- .6	307,958	+ 1.3	22.66	+ 2.0	40.0	+ .2	56.6	+1.7
Hosiery—FF.....	58	13,385	- 1.1	399,335	- 2.7	29.83	- 1.5	37.8	- .5	78.7	-1.0
Hosiery—Seamless.....	120	15,874	- 1.4	320,984	- 2.6	20.22	- 1.1	35.5	- .5	56.8	- .6
Iron & Steel Group.....	18	10,291	+ 3.9	326,412	+ 5.2	31.71	+ 1.2	45.4	+ 3.1	69.8	-1.9
Knit Goods—Flat.....	9	5,009	- 1.4	112,808	- 2.3	22.52	- .9	39.7	- .9	56.6	No chg
Lumber (Including Planing Mills).....	60	4,558	- 2.4	106,997	+ 3.3	23.47	+ 6.0	44.4	+ 4.2	52.7	+1.5
Machinery Group.....	50	2,328	- 1.8	90,557	+ 4.2	38.89	+ 6.2	46.5	+ 2.8	83.5	+3.2
Paper Boxes (Corrugated, Folded & Set-Up).....	17	1,015	- 4.9	23,019	- 1.7	22.67	+ 3.3	40.9	+ 1.2	55.4	+2.2
Pulp Mills.....	5	3,930	- .7	152,120	+ 3.0	38.70	+ 3.8	44.9	+ 4.4	86.1	- .4
Printing & Pub.....	27	672	- 1.4	23,068	X	34.32	+ 1.5	38.6	- .2	88.7	+1.6
Rayon Goods.....	19	6,024	- 2.0	155,999	- 1.9	25.89	+ .1	41.9	- .4	61.7	+ .6
Stemmeries & Redrying Plants.....	22	3,529	-33.4	76,391	-26.1	21.64	+10.9	39.8	+ 5.0	54.2	+5.4
Tobacco Products.....	8	10,658	-14.6	293,773	-16.3	27.56	- 1.9	38.6	- 1.5	71.3	- .4
Woolen Mills.....	7	4,145	+ .3	110,832	+ 1.6	26.73	+ 1.2	41.1	- .4	65.0	+1.5
Other Industries.....	130	31,153	- .3	1,414,624	+ 5.9	45.40	+ 6.2	44.8	+ 2.2	10.1	+3.6
Non-Mfg. Total.....	704	14,210	- .8	\$293,566	X	\$20.65	+ .7	40.7	+ 1.7	50.7	- .7
Retail.....	422	7,415	- .2	127,841	- .6	17.24	- .4	35.6	+ .8	48.3	-1.2
Wholesale.....	164	2,013	X	72,437	X	35.98	X	44.6	+ .4	80.5	- .4
Laundries, Dyeing & Cleaning.....	31	1,719	+ .7	29,316	+ .8	17.05	X	48.3	- .2	35.2	No chg
Mines & Quarries.....	32	885	- 5.3	19,612	+ 2.7	22.16	+ 8.5	42.4	+10.4	52.1	-1.6
Public Utilities.....	31	779	- .3	25,874	- .2	33.21	+ .1	46.7	- .6	71.0	+ .8
Hotels.....	24	1,399	- 4.7	18,486	- .5	13.21	+ 4.4	47.7	+ 5.2	27.6	-1.0
Total—All Mfg. & Non-Mfg.....	1,782	266,894	- 2.0	\$7,246,998	+ .6	27.15	+ 2.7	41.1	+ .7	65.9	+1.8

X Less than .1 Per Cent.

†Insufficient data at time of release.

## Number of Women Wage Earners in Manufacturing Shows Further Increase

The percentage of women wage earners in North Carolina manufacturing industries increased from 42.1 percent in February to 42.5 percent in March. The survey made by the Division of Statistics covered 1,057 firms and indicated that these firms employed 251,429 workers—106,770 of these being women.

The survey covered 167 firms in the eastern Coastal area and indicated that these firms employed 9,184 women—or 23.7 percent—of a total employment of 38,831.

In the Piedmont section 766 firms reported employing 188,709 workers, of which, 88,437—or 46.9 percent—were women.

The Mountain section, from which 124 firms reported, employed 23,889 workers of which 9,149—or 38.3 percent—were women.

Percentage of women workers was highest in the following types of in-

dustry: Knit goods, flat, 72.1 percent; seamless hosiery 71.8; iron and steel group, 67.4; full-fashioned hosiery, 64.2; paper boxes, 59.9; stemmeries and redrying plants, 59.8; rayon goods, 49.5; cotton goods, 44.7; tobacco products, 44.2; woolen mills, 37.5; dyeing and finishing, 36.5; food and kindred products, 31.8. No appreciable change is to be noted between February and March. A decrease of 3.4 percent in the stemmeries and redrying plants caused that industry to exchange positions with the paper box industry and a decrease of 4.7 percent that failed to change the order occurred in the woolen mill industry.

## March Child Labor Report

Employment of minors under 18 years of age continued to increase in North Carolina during March. Certificates were issued to 3,865 minors in March as compared with 3,305 in February. These figures represent an increase of 16.9 percent between February and March, and an increase of 7.1 percent over March, 1943, when 3,610 certificates were issued.

(Continued on page 4)



# DIVISION OF STANDARDS AND INSPECTIONS

## State Inspections

A total of 1,288 manufacturing, mercantile, service and mining establishments, employing 25,756 workers were inspected under the provisions of the North Carolina Labor Laws and Rules and Regulations during March by Inspectors of the Division of Standards and Inspections.

The inspectors reported a total of 2,895 violations of the Labor Laws including recommendations concerning rules and regulations of safety, health, record-keeping, and other provisions of the Law. Immediate compliance with the provisions of the Law was secured in 1,219 cases. Violations of the Maximum Hour Law were found in 23 cases. Immediate compliance was secured in 11 instances and this Department was assured compliance in the remaining cases. The working hour provisions of the Child Labor Law were being violated in 318 instances and immediate compliance was secured in 166 cases. Thirty-four instances were found in which minors under 18 years of age were working in prohibited occupations. Twenty-five of these violations were corrected immediately. Compliance was assured in the remaining above mentioned cases with the exception of six firms which were prosecuted and convictions were obtained in each of these cases.

The violations were as follows:

Hour Law .....	23
Time Records .....	43
Child Labor .....	1,487
Drinking Facilities .....	21
Sanitation .....	156
Seats .....	8
Safety Code Violations .....	588
Miscellaneous .....	569

## Wage-Hour and Public Contracts Inspections

A total of 44 inspection cases were closed in North Carolina under the Fair Labor Standards Act and the Public Contracts Act during March, and unpaid back wages amounting to \$13,484.50 were secured for 593 employees.

Analysis of the inspections showed that of 42 firms covered by the Wage-Hour Law, 6 were in compliance and 36 were violating. There were minimum wage and overtime violations in 21 firms and violations of the record requirements in 15.

The back wages paid by the 23 establishments were to correct violation of the wage and hour provisions of the Wage and Hour Law & Public Contracts Act.

A total of 277 safety and health inspections were made, 6 of these being under the Public Contracts Act.

In addition to the regular inspections made, 62 investigations were made in connection with a War assignment program with one of the Federal War agencies.

## Forty Cent Minimum Hourly Wage Orders

Wage orders requiring payment of a minimum of 40 cents an hour to all employees in the Meat, Poultry, and Dairy Products Industry, the Bakery, Beverage, and Miscellaneous Food Industry, and the Metal, Ore, Coal, Petro-

leum, and Natural Gas Extraction Industry were issued under the Fair Labor Standards Act during March. Each of the three orders became effective March 20, 1944.

The orders apply to all employees of the industries, including clerical, maintenance, shipping, and selling occupations.

## Reviewer Visits National Office

During the month Senior Reviewer, Frederick Marlborough Walters, visited the National Office of the Wage and Hour Division in New York. Mr. Walters spent two weeks in that office receiving instructions relative to reviewing case files in order that he might get a picture of the National operation in the inspection and report field. Mr. Walters returned with a clear insight as to National procedure. We are anticipating more complete accordance with the National Program as a result of Mr. Walters' visit.

## Commissioner Shuford Named Technical Advisor

(Continued from page 1)

mobility in the labor force since it is a recognized fact that many workers have transferred from one area to another and after the war will desire to return to their original homes.

The Conference will consider the many problems surrounding the employment of young workers, including the age of admission to employment, opportunity for advanced study, vocational guidance, and special problems of countries which have been under enemy occupation.

The employment of women has increased tremendously during the war and sound principles of redistribution together with the problems incident thereto will be considered as well as the problem of wages for women workers.

Suggestions will be developed concerning the employment of disabled workers taking into consideration the effect of disablement on employability, the cooperation between medical and vocational rehabilitation services, vocational guidance, training and retraining, placement, and the development of specialized placement services.

Finally, the agenda proposes that the Conference consider measures aimed at regularizing employment within particular industries and occupations and eliminating temporary periods of unemployment and under-employment which will help to achieve an efficient use of labor resources and facilitate the transition from war to peace.

From the above brief report of item three on the agenda it is readily apparent that the Conference is confronted with a tremendous amount of important work.

As technical advisor to American representatives at the Conference, the North Carolina Labor Commissioner will bring to the international meeting not only the benefit of broad experience in labor standards in his own state, but that of state labor departments throughout the country.

## MONTHLY REPORT Veterans' Service Division

—FRANK M. SASSER, Service Officer—

March, 1944

Letters Written .....	517
Folders Reviewed .....	348
Examinations Secured .....	26
Hospitalizations .....	19
Personal Interviews .....	132
Appearances Before Rating Board .....	258
New Cases .....	209
Old Cases .....	645
Total Cases .....	854
Pensions .....	93
Compensations .....	4
Increased Benefits .....	\$ 2,203.05
Back Benefits .....	\$ 9,075.19
Insurance Benefits .....	\$35,000.00
Total Benefits .....	\$46,278.24

## Veterans' Service Division March, 1944

The Veterans' Service Division of the Department of Labor secured more than \$46,278 in pensions, compensation, and other benefits for war veterans and their families during March.

This figure is more than three times as large as were benefits secured in March, 1943, and raised to \$159,276 the benefits secured for veterans during the current year. During the past twelve months benefits in the sum of more than \$313,863 have been secured for veterans and their families.

The Division handled a total of 854 cases during the month, of which 209 were new cases; held 132 personal interviews with applicants for benefits; secured hospitalization for 19 veterans; and obtained pensions for 93 others.

## Government Pools Forces To Reduce Accidents

(Continued from page 1)

agencies operating in the field of health and safety.

See that labor unions, management and labor - management committees avail themselves of educational material on health and safety in general or in relation to particular industries.

Work with Government agencies and labor and management to insure that local labor and management representatives cooperate with Federal and State agencies in developing and executing remedial health and safety programs in designated critical war industry areas.

The agreement provides that the U. S. Department of Labor will carry out such activities as the following:

Cooperate with management, labor, State labor departments, the American Standards Association, and other safety agencies in drafting safety codes and regulations.

Analyze and serve as a central clearing house for information on safety laws and regulations and their administration.

Prepare and publish pamphlets, leaflets, and posters on industrial safety and hygiene.

In cooperation with the U. S. Office of Education, conduct training courses for supervisory personnel and for safety representatives of unions.



# February Building Permits

Prepared by Statistical Division

## Goldsboro Leads Cities In Building Construction

The estimated cost of building construction in the 26 largest North Carolina cities during March was 49.5 per cent below that of March 1943 and 65.6 per cent above that of February 1944.

Last year during the month of March a total of only 371 permits were issued and 445 this year for the month of March. In February 1944, 299 permits were issued compared with 445 for March of this year, which makes an increase of 48.8 per cent.

The total amount spent for construction was \$420,966. Of this amount \$11,275 was for Residential buildings, \$224,489 for Non-residential buildings and \$185,202 for Additions, Alterations and Repairs.

Goldsboro led the cities with Charlotte second and Winston-Salem third.

## Edenton Leads Towns

The reporting towns with population of less than 10,000 reported an estimated expenditure of \$58,191 on building construction during March. Of this amount \$35,930 was for Resi-

dential buildings and \$3,550 for Non-residential buildings and \$18,711 for Additions, Alterations and Repairs.

Edenton led the towns with an expenditure of \$34,150. Lincolnton was second and Hendersonville third.

The towns that reported were Asheville, Cherryville, Edenton, Forest City, Hamlet, Hendersonville, Kings Mountain, Lenoir, Lincolnton, Lumberton, Mooresville, Morehead City, North Wilkesboro, Roanoke Rapids, Rockingham, Sanford, Southern Pines, Spindale, Washington, and Williamsston.

## March Child Labor Report

(Continued from page 2)

Of the 3,865 certificates issued in March, 2,699 — or 69.8 percent — were issued to boys and 1,166—or 30.2 percent—to girls.

Certificates were issued in March to 3,129 minors aged 16 and 17; of these, 2,189 were issued to boys and 940 to girls. Employment of these minors was distributed among industry as follows: Manufacturing, 1,937; non-manufacturing, 1,174; and, construction, 18.

A total of 736 minors under 16 years of age obtained employment certificates during the month.

10,251 child labor certificates of all types have been issued in North Carolina during the first three months of this year and 105,422 certificates since the beginning of the war. Industry continues to draw heavily upon the youth of the state for replacement of labor lost to the armed forces of the nation, certificates issued to minors being 11.2 percent greater for the first quarter of 1944 than for the same period in 1943.

## Type of March Building Construction In 26 Reporting Cities

TYPE OF BUILDING	Buildings for Which Permits were Issued	
	No.	Cost
<b>Residential Buildings:</b>		
One-family dwellings .....	18	\$ 10,275
Multifamily (three or more families) dwellings .....	1	1,000
Total .....	19	\$ 11,275
<b>Non-Residential Buildings:</b>		
Amusement and recreation places .....	1	\$ 200
Churches (Include parish halls and Sunday-school .....	3	2,500
Factories, bakeries, ice plants, laundries, etc. ....	7	72,135
Garages, public .....	3	480
Garages, private (when separate from dwelling) .....	14	3,355
Institutions (Include hospitals, asylums, etc. ....	1	95,464
Public works and utilities .....	2	4,000
Sheds, poultry houses, contractors' offices .....	10	725
Stables and barns .....	1	30
Stores and other mercantile buildings .....	8	44,850
All other nonresidential .....	4	750
Total .....	54	\$224,489
<b>Additions, Alterations, Repairs:</b>		
Housekeeping dwellings .....	283	98,508
Nonhousekeeping dwellings .....	14	9,767
On nonresidential buildings .....	75	76,927
Total .....	372	\$185,202

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES, MARCH, 1943 AND MARCH, 1944

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	Mar. 1943	Mar. 1944	Percentage Change	Mar. 1943	Mar. 1944	Percentage Change
Total .....	371	445	+19.9	\$835,092	\$420,966	-49.5
Residential buildings .....	37	19	-48.6	104,699	11,275	-89.2
Non-residential buildings .....	60	54	-10.0	568,903	224,489	-60.5
Additions, alterations and repairs .....	274	372	+35.7	161,490	185,202	+14.6

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES, FEBRUARY, 1944 AND MARCH, 1944

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	Feb. 1944	Mar. 1944	Percentage Change	Feb. 1944	Mar. 1944	Percentage Change
Total .....	299	445	+48.8	\$254,074	\$420,966	+65.6
Residential buildings .....	8	19	+137.5	6,150	11,275	+83.3
Non-residential buildings .....	45	54	+20.0	100,171	224,489	+124.1
Additions, alterations and repairs .....	246	372	+51.2	147,753	185,202	+25.3

## SUMMARY OF MAR., 1944, BUILDING CONSTRUCTION WORK IN 26 PRINCIPAL CITIES OF NORTH CAROLINA

Total of March, 1943, Included for Comparison

CITY	No. of Buildings	Private Construction	NEW RESIDENTIAL BUILDINGS				NEW NON-RESIDENTIAL BUILDINGS		ADDITIONS, ALTERATION, AND REPAIRS		ESTIMATED COST OF ALL CONSTRUCTION WORK	
			ESTIMATED COST		NO. FAMILIES							
			Mar. 1943	Mar. 1944	Mar. 1943	Mar. 1944	Mar. 1943	Mar. 1944	Mar. 1943	Mar. 1944	Mar. 1943	Mar. 1944
Total .....	18	\$10,275	\$104,699	\$11,275	37	24	\$568,903	\$224,489	\$161,490	\$185,202	\$835,092	\$420,966
Asheville .....	1	175		175		1	8,675		4,242	7,510	12,917	7,685
Burlington .....							1,400				1,400	1,400
Charlotte .....			1,000		1		3,340	54,659	6,748	21,490	11,088	76,149
Concord .....								2,647	1,485	2,647	1,485	1,485
Durham .....			102,000		34			12,256	5,915	7,005	107,915	19,261
Elizabeth City .....	4	3,300		3,300		4		4,650		1,100		9,050
Fayetteville .....	8	3,500	199	3,500	1	8	17,000	350	6,779	1,995	23,978	5,845
Gastonia .....							400		700	20,800	1,100	20,800
Goldsboro .....	1	200		200		1	40,467	96,564	550	2,800	41,017	99,564
Greensboro .....	2	1,600		1,600		2	300	4,200	9,921	8,000	10,221	13,800
Greenville .....								200	325	600	325	800
Hickory .....							100	200	170	4,825	270	5,025
High Point .....							2,800	630	49,166	18,496	51,966	19,126
Kinston .....								400		775		1,175
Lexington .....									2,799		2,799	
New Bern .....									100	13,970	100	13,970
Raleigh .....				1,000		6	800	17,350	13,450	850	14,250	19,200
Reidsville .....								280	400		400	280
Rocky Mount .....							960	30,900	880	2,400	1,840	33,300
Salisbury .....							2,000	100	2,025	4,625	4,025	4,725
Shelby .....							200		2,120	724	2,320	724
Statesville .....												
Thomasville .....										275		275
Wilmington .....	1	1,200	1,500	1,200	1	1	477,611	100	31,378	23,229	510,489	24,529
Wilson .....	1	300		300		1	250	250	4,700	1,200	4,950	1,750
Winston-Salem .....							14,000		16,475	41,048	30,475	41,048



# Labor and Industry

Monthly Bulletin of the Department of Labor, Forrest H. Shuford, Commissioner

Vol. XI

RALEIGH, N. C., JUNE, 1944

No. 6

## Occupational Wages In Hosiery Industry

The Statistical Division of the North Carolina Department of Labor through its cooperation with the Bureau of Labor Statistics of the United States Department of Labor now has available for distribution upon request occupational wage analyses covering most of the manufacturing industries in North Carolina.

A typical study, conducted by the Atlanta Regional Office of the Bureau of Labor Statistics, covers the full-fashioned and seamless hosiery industry. Occupational wage rates are presented in this study from 178 hosiery mills. The full-fashioned branch of this industry is represented by 54 mills in 5 labor market areas employing a total of 11,000 workers. The seamless branch is represented by 124 mills in 8 areas employing a total of 19,000 workers. Five of the labor market areas surveyed are located in North Carolina and three areas are located in Tennessee. Approximately two-thirds of the hosiery mills in the Southeast are located in the eight labor market areas studied.

The 178 mills in the study constitute approximately 70 percent of the mills located within the eight labor market areas and were slightly more than 40 percent of all the hosiery mills in the Southeast. However, they employed slightly more than half of the total number of workers.

An important concentration of the hosiery industry is found in North Carolina. More than four-fifths of the total number of mills included in the study are located in this state and these mills employed more than three-fourths of the workers included in the study. The largest single labor market area is the Winston-Salem area (composed of Alamance, Davidson, Forsyth, Guilford, Randolph, and Surry counties), in which wage data were obtained from 28 full-fashioned mills with approximately 6,500 workers and from 47 seamless hosiery mills with almost 8,500 workers, or a total of 75 mills whose 15,000 employees are roughly one-half of the workers with which the report deals.

For the field survey, 25 occupations out of the 50 or more which are normally found in the industry were selected for study. The average straight-time earnings for the selected occupations in the full-fashioned hosiery mills were 81 cents an hour for the five labor market areas combined. For the seamless branch, where less skill is required, the combined average in eight labor market areas was 54 cents an hour. The individual area

(Continued on page 3)

## INTERNATIONAL LABOR ORGANIZATION MAKES IMPORTANT RECOMMENDATIONS

COMMISSIONER SHUFORD AS TECHNICAL ADVISOR TO AMERICAN  
DELEGATES DEEMS CONFERENCE VERY BENEFICIAL

North Carolina Labor Commissioner, Forrest H. Shuford, who served as technical advisor to the American delegates at the International Labor Conference, briefly summarizes the work and organization of the conference by saying:

Three strides toward a better post-war world were taken at the twenty-sixth conference of the International Labor Organization which closed on May 13. All of the sessions of the conference were held at Temple University, Philadelphia, Pa.

With no dissenting votes—but with some abstentions — delegates representing 41 nations proposed recommendations to member nations which would:

Result in an orderly and planned demobilization of millions of men and women in the armed forces and pave the way for full re-employment in peace industries.

Give more of the world's benefits to millions of natives in colonial countries and provide better opportunities for them with great economic and social security.

Expand medical care to cover millions in all parts of the world who now lack it.

As is the case with all its recommendations, the ILO has no power to enforce them. The delegates attending the conference will report these recommendations to their home governments. If adopted by those governments the ILO has some supervisory powers to see that the obligations assumed are lived up to, and it can focus the publicity spotlight on any government which fails to carry out its promise.

The recommendation on "organization of employment in the transition from war to peace" contains 45 clauses. Among other things it suggests: regulation of demobilization to employment opportunities in the various countries; training and retraining of men and women; vocational guidance; complete equality of opportunity for men and women; the early release of men in the armed forces skilled in construction work for rehabilitation of the devastated countries; programs to fit the disabled for gainful occupations; the revision upward of school ages to prevent youthful competition for jobs, and long-term public works programs to take up the slack in depression periods.

The International Labor Organization is an association of nations, fi-

nanced by Governments and democratically controlled by representatives of Governments, of management and of labor organizations.

Its purpose is to promote social justice in all the countries of the world. To this end it collects facts about labor and social conditions, formulates minimum international standards, and supervises their national application.

The machinery of the Organization consists of:

The International Labor Office, which acts as a secretariat, a world information centre, and a publishing house. It is staffed by experts drawn from many different countries, whose knowledge experience and advice are available to all the nations which are members of the Organization. It has branch offices and correspondents in many countries.

The Governing Body, composed of 16 Government representatives, 8 representatives of management and 8 representatives of labor, which is the executive council of the Organization and exercises general supervision over the work of the Office and frames its budget.

The International Labor Conference is a world parliament for labor and social questions. Each national delegation to the annual meetings comprises four delegates, two representing the Government, one representing management, and one representing labor; each of these three sections speaks and votes independently, so that all points of view find full expression.

## South Carolina Labor Commissioner Visits State

Honorable R. L. Gamble, Commissioner of Labor for South Carolina, was a delegate to a conference held in Raleigh on May 26 for the purpose of discussing methods of handling production and processing of foods during the next few months. Ten Eastern Seaboard states were represented at the conference.

Following adjournment of the conference Mr. Gamble spent a short time visiting the North Carolina Department of Labor.

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FORREST H. SHUFORD

Commissioner of Labor

Prepared by Division of Statistics

Vol. XI JUNE, 1944 No. 6

## Employment and Payrolls April, 1944

Employment in North Carolina industry showed a further decrease in April compared with March. This is the third successive month that a decrease has been noted in employment. One thousand eight hundred and fifteen firms reported employing 272,780 workers in April as compared with 276,035 in March, a decline of 1.2 percent.

Payrolls according to reports from these same firms totaled \$7,485,864 in April and \$7,518,092 in March—or a decrease of .4 percent. Man-hours worked in April amounted to 10,945,368 compared with 11,376,122 in March, a decrease of 3.8 percent.

The average employee worked 40.1 hours per week in April compared with 41.2 hours in March; earned 68.3 cents an hour in April as compared with 66.0 cents per hour in March; earned \$27.44 per week in April compared with \$27.23 in March.

The greatest decreases in employment were noted in the cottonseed oil and fertilizer industries both of which are of a seasonal nature. Decreases were noted in 17 of the 21 industry segments comprising the manufacturing group. The large increase noted in the tobacco industry is attributable to the return to work of the strikers at the American Tobacco Co. plant in Durham, N. C.

Average hourly earnings for the various industries were as follows: Manufacturing: Printing and publishing, 90.2; Pulp mills, 86.0; Machinery group, 85.6; Full-fashioned hosiery, 79.5; Tobacco products, 74.6; Iron and steel group, 72.9; Woolen mills, 65.5; Rayon goods, 63.4; Dyeing and finishing, 63.3; Cotton goods, 61.5; Stemmeries and redrying plants, 59.0; Flat knit goods, 57.4; Seamless hosiery, 57.2; Furniture, 56.7; Paper boxes, 55.6; Food and kindred products, 54.6; Fertilizer, 54.1; Lumber, 53.4; Brick, tile, and terra cotta, 50.8; Cottonseed oil, 47.8.

Non-manufacturing industries: Wholesale, 79.0; Public utilities, 70.5; Mines and quarries, 53.4; Retail, 50.0; Laundries, dyeing and cleaning, 35.9; Hotels, 28.1.

In the manufacturing industries average hourly earnings amounted to 69.3 cents; average hours worked per week were 40.1; and average weekly earnings were \$27.84. In the non-manufacturing group average hourly earnings were 51.4 cents; average hours worked per week were 39.8; and average weekly earnings were \$20.49.

## Employment and Payrolls for North Carolina

Prepared by Statistical Division

Due to the new arrangement between the North Carolina Department of Labor and the Bureau of Labor Statistics, we have been able to increase the coverage of the statistical sample for North Carolina Employment and Payroll.

Your cooperation in supplying current information each month is earnestly desired and will be much appreciated. If your name is not on our mailing list, we shall be glad to add it in order that we might receive your employment data.

### Employment, Payrolls, and Earnings In All Manufacturing and Non-Manufacturing Industries

MARCH-APRIL, 1944

INDUSTRIES	No. Firms Reporting	EMPLOYMENT			PAYROLLS			AVERAGE WEEKLY EARNINGS			AVERAGE HOURS PER WEEK PER MAN			AVERAGE HOURLY EARNINGS		
		Number Mar., 1944	Number April, 1944	% Change Over Month	Amount Mar., 1944	Amount April, 1944	% Change Over Month	Amount Mar., 1944	Amount April, 1944	% Change Over Month	Amount Mar., 1944	Amount April, 1944	% Change Over Month	Am't Cts. Mar., 1944	Am't Cts. April, 1944	% Change Over Month
<b>Mfg. Total</b> .....	1,100	258,049	272,780	+ 1.3	\$7,183,954	\$7,485,864	+ .4	\$27.84	\$27.44	-.8	40.1	40.1	0.0	69.3	68.3	-1.5
Brick, Tile, Terra Cotta	12	600	600	0.0	11,886	11,886	0.0	19.81	19.81	0.0	38.9	38.9	0.0	50.8	50.8	0.0
Cotton Goods	301	114,404	114,404	0.0	2,827,697	2,827,697	0.0	24.71	24.71	0.0	40.1	40.1	0.0	61.5	61.5	0.0
Cottonseed—Oil	12	562	562	0.0	11,873	11,873	0.0	21.12	21.12	0.0	44.1	44.1	0.0	47.8	47.8	0.0
Dyeing & Finishing	19	4,727	4,727	0.0	116,542	116,542	0.0	24.65	24.65	0.0	38.8	38.8	0.0	63.3	63.3	0.0
Fertilizer	42	2,044	2,044	0.0	45,482	45,482	0.0	22.25	22.25	0.0	41.0	41.0	0.0	54.1	54.1	0.0
Food & Kindred Prod.	67	2,871	2,871	0.0	68,981	68,981	0.0	24.02	24.02	0.0	43.9	43.9	0.0	54.6	54.6	0.0
Furniture	76	13,097	13,097	0.0	282,782	282,782	0.0	21.59	21.59	0.0	38.0	38.0	0.0	56.7	56.7	0.0
Hosiery—FP	60	13,605	13,605	0.0	387,949	387,949	0.0	28.51	28.51	0.0	35.8	35.8	0.0	79.5	79.5	0.0
Hosiery—Seamless	124	16,641	16,641	0.0	326,129	326,129	0.0	19.59	19.59	0.0	34.2	34.2	0.0	57.2	57.2	0.0
Iron & Steel Group	18	10,240	10,240	0.0	335,729	335,729	0.0	32.78	32.78	0.0	44.9	44.9	0.0	72.9	72.9	0.0
Knit Goods—Flat	10	4,932	4,932	0.0	111,528	111,528	0.0	22.61	22.61	0.0	39.3	39.3	0.0	57.4	57.4	0.0
Lumber (Including Planing Mills)	64	4,195	4,195	0.0	98,676	98,676	0.0	23.52	23.52	0.0	44.0	44.0	0.0	53.4	53.4	0.0
Machinery Group	48	2,209	2,209	0.0	85,785	85,785	0.0	38.83	38.83	0.0	44.8	44.8	0.0	85.6	85.6	0.0
Paper Boxes (Corrugated, Folded & Set-Up)	17	996	996	0.0	22,489	22,489	0.0	22.57	22.57	0.0	40.5	40.5	0.0	55.6	55.6	0.0
Pulp Mills	5	4,028	4,028	0.0	151,895	151,895	0.0	37.70	37.70	0.0	43.8	43.8	0.0	86.0	86.0	0.0
Printing & Pub.	27	674	674	0.0	23,525	23,525	0.0	34.90	34.90	0.0	38.7	38.7	0.0	90.2	90.2	0.0
Rayon Goods	22	7,825	7,825	0.0	198,617	198,617	0.0	25.38	25.38	0.0	40.0	40.0	0.0	63.4	63.4	0.0
Stemmeries & Redrying Plants	23	2,907	2,907	0.0	64,219	64,219	0.0	22.09	22.09	0.0	37.4	37.4	0.0	59.0	59.0	0.0
Tobacco Products	8	12,442	12,442	0.0	355,406	355,406	0.0	28.56	28.56	0.0	38.2	38.2	0.0	74.6	74.6	0.0
Woolen Mills	6	4,034	4,034	0.0	102,499	102,499	0.0	25.40	25.40	0.0	38.7	38.7	0.0	65.5	65.5	0.0
Other Industries	139	35,016	35,016	0.0	1,554,265	1,554,265	0.0	44.39	44.39	0.0	43.7	43.7	0.0	101.6	101.6	0.0
<b>Non-Mfg. Total</b> .....	715	14,731	14,731	0.0	\$301,910	\$301,910	0.0	\$20.49	\$20.49	0.0	39.8	39.8	0.0	51.4	51.4	0.0
Retail	433	7,767	7,767	0.0	134,627	134,627	0.0	17.33	17.33	0.0	34.6	34.6	0.0	50.0	50.0	0.0
Wholesale	164	2,031	2,031	0.0	72,722	72,722	0.0	35.80	35.80	0.0	45.3	45.3	0.0	79.0	79.0	0.0
Laundries, Dyeing & Cleaning	31	1,829	1,829	0.0	30,672	30,672	0.0	16.76	16.76	0.0	46.6	46.6	0.0	35.9	35.9	0.0
Mines & Quarries	31	804	804	0.0	17,501	17,501	0.0	21.76	21.76	0.0	40.7	40.7	0.0	53.4	53.4	0.0
Public Utilities	31	826	826	0.0	26,705	26,705	0.0	32.33	32.33	0.0	45.8	45.8	0.0	70.5	70.5	0.0
Hotels	25	1,474	1,474	0.0	19,683	19,683	0.0	13.35	13.35	0.0	47.4	47.4	0.0	28.1	28.1	0.0
<b>Total—All Mfg. &amp; Non-Mfg.</b> .....	1,815	272,780	272,780	0.0	\$7,485,864	\$7,485,864	0.0	\$27.44	\$27.44	0.0	40.1	40.1	0.0	68.3	68.3	0.0

X Less than .1 Per Cent.

†Insufficient data at time of release.

## Number of Women Wage Earners In Manufacturing Continues to Increase

The percentage of women wage earners in North Carolina manufacturing industries increased from 42.5 percent in March to 43.1 percent in April. The survey made by the Division of Statistics covered 1,062 firms and indicated that these firms employed 251,980 workers—108,484 of these being women.

The survey covered 170 firms in the eastern Coastal area employing 38,603 wage earners, 9,641 of these—or 25.0 percent—being women.

In the Piedmont section 763 firms reported employing 187,349 wage earners, 88,835 of these—or 47.4 percent—being women.

In the Mountain section 129 firms reported employing 26,028 wage earners, 10,008—or 38.5 percent—of these being women.

Percentage of women workers was highest in the following types of industry: Flat knit goods, 71.7 percent; seamless hosiery, 71.7; iron and steel

group, 66.2; full-fashioned hosiery, 64.8; paper boxes, 61.9; stemmeries and redrying plants, 56.0; rayon goods, 51.0; cotton goods, 45.2; tobacco products, 44.6; woolen mills, 43.2; dyeing and finishing, 37.0; food and kindred products, 30.0.

The greatest change between March and April occurred in the woolen industry where the percentage of women workers increased 5.7 percent.

## Manufacturing Employment In North Carolina Counties

The Statistical Division of the Department of Labor collects each month data on employment and earnings from more than one thousand manufacturing establishments in North Carolina. In April more than 50.0 percent of the reported employment was located in twelve counties.

The twelve counties are as follows: Alamance, 4.5; Buncombe, 3.1; Cabarrus, 7.7; Catawba, 2.5; Davidson, 2.9; Durham, 3.3; Forsyth, 5.5; Gaston, 8.9; Guilford, 7.4; Mecklenburg, 7.1; New Hanover, 6.1; Rockingham, 3.5.



# DIVISION OF STANDARDS AND INSPECTIONS

## State Inspections

The Division of Standards and Inspections reports 935 establishments were inspected during the month of April. A total of 26,924 employees were employed in these establishments.

The inspectors reported a total of 2,317 violations of the Labor Laws including recommendations in regard to safety, health, record-keeping and other provisions of the Law in 488 establishments. Compliance was secured immediately in 1,413 cases and this Department was assured compliance in the remaining cases. The working hour provisions of the Child Labor Law were being violated in 168 instances and immediate compliance was secured in 160 cases. Four hundred forty-two minors were found to be working without the proper employment certificates. The employers of these minors secured certificates immediately. Eighteen minors under 18 years of age were found to be working in prohibited occupations and immediate compliance was secured in most instances. Compliance was promised in the remaining cases.

Two firms were prosecuted for violations of the State Child Labor Law and convictions were obtained in each case.

The violations were as follows:

Hour Law .....	39
Time Records .....	71
Child Labor .....	1,219
Drinking Facilities .....	16
Sanitation .....	117
Seats .....	5
Safety Code Violations.....	466
Miscellaneous .....	387

## Wage-Hour and Public Contracts Inspections

The Department of Labor closed a total of 90 cases under the Fair Labor Standards Act during the month of April and inspections were made in 23 firms concurrently with the inspections under the Wage and Hour Law to secure compliance with the provisions of the Public Contracts Act. Among the firms found to be covered by the provisions of the Fair Labor Standards Act, 38 were violating the minimum wage or overtime provisions and 21 were violating the record-keeping requirements.

A total of more than \$19,000.00 was secured in back wages for 619 workers during the month as a result of inspections.

In addition to the regular inspections made, 43 investigations were made in connection with a War assignment program with one of the Federal War agencies.

## Wage Orders

Wage order No. 645 requiring payment of a minimum of 40 cents an hour to all employees in the Fruit and Vegetable Packing and Farm Products Assembling Industry was issued under the Fair Labor Standards Act during May. The order became effective on May 22, 1944.

## Non-agricultural Employment

The total number of employees in non-agricultural establishments in March, 1944 was 38,550,000 according to revised estimates prepared by the Bureau of Labor Statistics of the United States Department of Labor. This represents an increase of more than 9 million employees in manufacturing, trade, services, government and other phases of industrial activity in the five years since March 1939. The estimates include all wage and salaried workers in non-agricultural establishments. They do not include persons in the armed forces, agriculture, proprietors and self-employed persons, unpaid family workers, nor domestic servants.

For North Carolina the latest figures released cover the month of February and indicate that non-agricultural employment was down .4 percent as compared with January and 3.8 percent as compared with February 1943. Manufacturing employment is down .5 percent when compared with January and 4.1 percent when compared with February, 1943.

Total employment (to nearest thousand) is reported for North Carolina as follows:

Total Non-agricultural	
February, 1944.....	711,000
January, 1944.....	714,000
February, 1943.....	739,000
Manufacturing	
February, 1944.....	376,000
January, 1944.....	378,000
February, 1943.....	392,000

## Occupational Wages In Hosiery Industry

(Continued from page 1)

Averages in the full-fashioned branch ranged from 69 cents an hour for Asheville to 90 cents an hour for Charlotte, and the area averages in the seamless branch ranged from 47 cents an hour for Asheville and Raleigh-Durham to 58 cents an hour for Winston-Salem.

The typical hosiery plant covered by the survey was not unionized; it paid most of its employees under a piece work system; it did not pay a differential for evening or night-shift work; nor did it give paid vacations to its plant employees.

## Child Labor Regulations

With the annual school vacation period now at hand, Commissioner Shuford warns present and prospective employers of minors in North Carolina to carefully check existing Federal and State laws as to means of protecting themselves against unintentional violations of the child labor provisions of the Fair Labor Standards Act, the Walsh-Healey Act, and the State Child Labor Laws.

"Due to the manpower shortage, young people are being drawn into the labor market in steadily increasing numbers and in many instances, our records show, such employment is illegal," the Commissioner added.

## MONTHLY REPORT Veterans' Service Division

FRANK M. SASSER, Service Officer

April, 1944

Letters Written .....	384
Folders Reviewed .....	364
Examinations Secured .....	21
Hospitalizations .....	16
Personal Interviews .....	98
Appearances Before Rating Board..	330
New Cases .....	168
Old Cases .....	570
Total Cases .....	738
Pensions .....	51
Compensations .....	10
Increased Benefits .....	\$ 1,719.10
Back Benefits .....	\$ 5,779.98
Insurance Benefits .....	\$40,000.00
Total Benefits .....	\$47,499.08

## Veterans' Service Division April, 1944

More than \$47,499 in pensions, compensation and other benefits was secured for war veterans and their families during April by the Veterans' Service Division of the Department of Labor.

This figure is slightly larger than the March one and more than five times as large as were benefits secured in April, 1943. Total benefits secured for veterans during the current calendar year now amount to \$206,775.

The Division handled a total of 738 cases during the month, of which 168 were new cases; held 98 personal interviews with applicants for benefits; secured hospitalization for 16 veterans; and obtained pensions for 51 others.

Recent approval by the Governor and Council of State of plans to establish additional offices throughout the state, when effected, will make available without cost to veterans every assistance needed in connection with obtaining all benefits to which they may be entitled under federal and state enactments.

## Labor Turnover

For every 1,000 workers on factory payrolls in March, 73 either changed jobs or left manufacturing work, according to a recent report issued by the U. S. Department of Labor.

The separation rate increased from 65 per thousand in February to 73 in March, reflecting an increase in the quit, military separation and layoff rates.

Broken down into the various causes for separation, the March figures show that the rate of quits increased from 46 per thousand in February to 50 per thousand in March, military separations increased from 5 to 7 per thousand, the layoff rate increased from 8 to 9, the rate of discharges was 6, the same as during February and the separation rate for miscellaneous reasons (death, etc.), as in February, was one per thousand.

The rate of accessions (new hires) during March was 56 per thousand employees as compared with 55 in February.



# April Building Permits

Prepared by Statistical Division

## Asheville Leads Cities In Building Construction

The estimated cost of building construction in the 26 largest North Carolina cities during April was 35.0 above that of April 1943 and 14.9 below that of March 1944.

Last year during the month of April a total of 383 permits were issued and 480 were issued this year. April 1944 led March 1944 with 445 to 480.

The total amount spent for construction was \$358,239. Of this amount \$17,550 was for residential, \$164,197 for non-residential and \$176,492 for additions, alterations, and repairs.

Asheville led the cities with an expenditure of \$74,518, Greensboro was second spending \$36,324 and New Bern third with an expenditure of \$35,125.

## Hamlet Leads Towns

The reporting towns with a population of less than 10,000 reported an estimated expenditure of \$94,673 on building construction during April. Of this sum \$39,199 was for residential building, \$40,499 for non-residential

and \$14,975 for additions, alterations and repairs.

Hamlet led the reporting towns with an expenditure of \$37,500, Washington was second and Lumberton third.

The towns reporting were Asheboro, Belmont, Cherryville, Edenton, Forest City, Hamlet, Hendersonville, Kings Mountain, Lenoir, Lincolnton, Lumberton, Monroe, Mooresville, Morehead City, Morganton, North Wilkesboro, Rockingham, Southern Pines, Spindale, Washington, and Williamston.

## April Child Labor Report

Employment of minors under 18 years of age continued to increase in North Carolina during April. This is the fourth successive month that an increase has been noted, the last decrease occurring between December, 1943 and January, 1944.

Certificates were issued to 3,968 minors during April as compared with 3,865 in March. These figures represent an increase of 2.7 percent between March and April, and an decrease of 23.7 percent between April, 1943 and April, 1944, 5,201 certificates having been issued in April, 1943.

Of the 3,968 certificates issued in April, 2,611—or 65.8 percent—were issued to boys and 1,357—or 34.2 percent—to girls.

Minors 16 and 17 years of age received 3,106 certificates in April, 2,084 of these being issued to boys and 1,022 to girls. Employment of these minors was distributed as follows among industry: Manufacturing, 2,089; non-manufacturing, 955; and, construction, 62.

Certificates were issued in April to 862 minors under 16 years of age; of these, 527 were issued to boys and 335 to girls.

14,219 child labor certificates of all types have been issued in North Carolina during the current calendar year and 109,390 certificates since the beginning of the war.

## Type of April Building Construction in 26 Reporting Cities

TYPE OF BUILDING	Buildings for Which Permits were Issued	
	No.	Cost
<b>Residential Buildings:</b>		
One-family dwellings .....	18	\$ 16,550
Multi-family (3 or more families) dwellings .....	1	1,000
<b>Total.....</b>	<b>19</b>	<b>\$ 17,550</b>
<b>Non-Residential Buildings:</b>		
Churches (Include parish halls and Sunday-school rooms)....	4	\$ 3,495
Factories, bakeries, ice plants, laundries and workshops....	4	90,650
Garages, public .....	1	3,500
Garages, private (when separate from dwellings) .....	16	3,125
Public works & utilities.....	1	30,000
Sheds, poultry houses, contractor's temporary offices .....	7	2,250
Stables and barns .....	5	3,046
Stores and other mercantile buildings .....	19	27,981
All other non-residential .....	1	150
<b>Total.....</b>	<b>58</b>	<b>\$164,197</b>
<b>Additions, Alterations, Repairs:</b>		
Housekeeping dwellings .....	311	\$ 98,882
Non-housekeeping dwellings .....	8	4,100
On non-residential buildings....	84	73,510
<b>Total.....</b>	<b>403</b>	<b>\$176,492</b>

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES, APRIL, 1943 AND APRIL, 1944

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	April 1943	April 1944	Percentage Change	April 1943	April 1944	Percentage Change
<b>Total.....</b>	<b>383</b>	<b>480</b>	<b>+25.3</b>	<b>\$265,277</b>	<b>\$358,239</b>	<b>+ 35.0</b>
Residential buildings .....	11	19	+72.7	121,975	17,550	- 85.6
Non-residential buildings.....	67	58	-13.4	47,310	164,197	+247.1
Additions, alterations and repairs .....	305	403	+32.1	95,992	176,492	+ 83.9

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL MARCH, 1944 AND APRIL, 1944

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	March 1944	April 1944	Percentage Change	March 1944	April 1944	Percentage Change
<b>Total.....</b>	<b>445</b>	<b>480</b>	<b>+7.9</b>	<b>\$420,966</b>	<b>\$358,239</b>	<b>-14.9</b>
Residential buildings .....	19	19	No chg.	11,275	17,550	+55.7
Non-residential buildings .....	54	58	+7.4	224,489	164,197	-26.9
Additions, alterations and repairs .....	372	403	+8.3	185,202	176,492	- 4.7

## SUMMARY OF APRIL, 1944, BUILDING CONSTRUCTION WORK IN 26 PRINCIPAL CITIES OF NORTH CAROLINA

Total of April, 1943, Included for Comparison

CITY	No. of Buildings	Private Construction	NEW RESIDENTIAL BUILDINGS				NEW NON-RESIDENTIAL BUILDINGS		ADDITIONS, ALTERATION, AND REPAIRS		ESTIMATED COST OF ALL CONSTRUCTION WORK	
			ESTIMATED COST		NO. FAMILIES							
			April 1943	April 1944	April 1943	April 1944	April 1943	April 1944	April 1943	April 1944	April 1943	April 1944
<b>Total.....</b>	<b>18</b>	<b>\$16,550</b>	<b>\$121,975</b>	<b>\$17,550</b>	<b>53</b>	<b>21</b>	<b>\$47,310</b>	<b>\$164,197</b>	<b>\$95,992</b>	<b>\$176,492</b>	<b>\$265,277</b>	<b>\$358,239</b>
Asheville .....							8,675	65,650	4,242	8,868	12,917	74,518
Burlington .....			120,000		48		4,575				124,575	
Charlotte .....							1,345	3,196	13,645	27,527	14,990	30,723
Concord.....	1	300		300		1	3,500	3,700	350	3,545	3,850	7,545
Durham.....	1	4,800		4,800		1		382	1,730	9,680	1,730	14,862
Elizabeth City .....	1	2,500		2,500		1	1,550	12,175	375	175	1,925	14,850
Fayetteville .....	7	4,000	775	4,000	4	7	1,800	2,700	6,405	10,330	8,980	17,030
Gastonia .....							400	4,000	2,200	600	2,600	4,600
Greensboro .....	4	2,550		2,550		4	2,425	3,300	1,520	4,100	3,945	7,400
Hickory .....							245	27,344	5,221	6,430	5,466	36,324
High Point .....									205	850	205	850
Kinston .....	3	900					200		2,180	5,700	2,380	5,700
Lexington .....							530	1,160	8,987	24,026	9,517	25,186
New Bern .....	1	1,500				3	6,215		1,000	1,500	7,215	2,400
Raleigh .....				1,500		1	220	1,000	450	600	670	1,600
Rocky Mount .....				1,000		3		30,300		3,325		35,125
Salisbury .....							11,330	5,850	650	3,400	11,980	10,250
Shelby .....								3,000		300		3,300
Statesville .....							575	250		4,000	575	4,250
Thomasville .....							765	190	11,525	1,365	12,290	1,555
Wilmington .....							1,000		427		1,427	
Wilson .....									400	2,100	400	2,100
Winston-Salem .....			1,200		1				14,413	23,889	15,613	23,889
									450		450	
							1,960		20,067	33,732	22,027	33,732



## North Carolina

# Labor and Industry

Monthly Bulletin of the DEPARTMENT OF LABOR, FORREST H. SHUFORD, Commissioner

Vol. XI

RALEIGH, N. C., JULY, 1944

No. 7

### Negotiations for 1944-45 State-Federal Agreement

Forrest H. Shuford, Commissioner, State Department of Labor, and Mrs. Pauline W. Horton, Federal Representative of the Wage and Hour and Public Contracts Divisions, conferred with Mr. L. Metcalfe Walling, Administrator of the divisions, and his staff in New York City on June 13, 1944, about the renewal of the State-Federal Coöperative Agreement for the year July 1, 1944 through June 30, 1945.

Since November, 1939, the North Carolina State Department of Labor, pursuant to the Coöperative Agreement with the Wage and Hour and Public Contracts divisions and the Children's Bureau of the United States Department of Labor, has been responsible for the enforcement of the Wage and Hour Law and the Public Contracts Act in North Carolina. The agreement is subject to renewal each year. While final arrangements were not concluded at the time of the conference with Mr. Walling and his staff, understanding was reached that the agreement would be renewed and the enforcement work in North Carolina would be performed during the coming fiscal year on substantially the same basis as heretofore.

### Doctor Winston Assumes Welfare Post

On June 1, 1944, Dr. Ellen Black Winston took office as the Commissioner of Public Welfare. To the outgoing Commissioner, Mrs. W. T. Bost, and to the incoming Commissioner, Dr. Winston, the Department of Labor extends congratulations and best wishes; congratulations to Mrs. Bost for the fine job she has done during her years of service, and best wishes to Dr. Winston, who assumes the responsibility of this important department. The Department of Public Welfare and the Department of Labor are very closely associated. The spirit of coöperation and understanding which we have enjoyed in the past will continue to exist in the future. We pledge our support and coöperation to Dr. Winston in her new duties and, as we did in the past, we will continue to work together for the benefit of those served by our departments. We congratulate the Department of Welfare on its past record under the guidance of Mrs. Bost and on the forthcoming achievements under the new Commissioner, Dr. Winston.

## FORTY CENT MINIMUM WAGE NOW APPLIES TO ALL WORKERS UNDER WAGE AND HOUR LAW

The program to set a 40 cent minimum wage for all 21 million workers subject to the Fair Labor Standards Act (Federal Wage-Hour Law) has been completed with publication of the final two wage orders, effective July 17, 1944, for two million men and women, approximately 110,000 of whom have been receiving less than 40 cents an hour, according to L. Metcalfe Walling, Administrator of the Wage and Hour and Public Contracts Division, United States Department of Labor.

### Child Labor Consultant Visits Labor Department

Miss Ella Ketchin, Regional Child Labor Consultant, Industrial Division of the Children's Bureau, United States Department of Labor, visited the State Department of Labor on June 14th, 15th and 16th. During her stay she discussed with the various divisions of the Department of Labor concerned with child labor the problems, rulings and opinions under the Child Labor Regulations of the Fair Labor Standards Act. The State Department of Labor is the authorized agent of the United States Department of Labor for administering the Federal Child Labor Law in the same manner in which the state law is administered. The Children's Bureau accepts permits issued by county superintendents which are verified through the Department of Labor. This Department feels genuinely benefitted by the conferences with Miss Ketchin and appreciates the coöperation given us by the Children's Bureau.

### May Child Labor Report

Employment of minors under 18 years of age reached a new high in May. With schools closed or closing the youth of North Carolina turned to industry, offering their resources in an effort to speed the war program and to fill the gap left by departing service men. A total of 8,252 child labor certificates were issued in May compared with 3,968 in April—an increase of 108.0 percent. This figure likewise represents an increase of 20.8 percent over May, 1943, when 6,833 certificates were issued. This is the fourth successive month that an increase in the number of child labor certificates issued has been noted.

Of the 8,252 certificates issued in May, 5,183—or 62.8 percent—were issued to boys and 3,069—or 37.2 percent—to girls.

Minors 16 and 17 years of age received 6,722 certificates in May, 4,238 of these being issued to boys and 2,484 to girls. Employment of these minors

(Continued on page four)

"Although 40 cents an hour may seem low in these war-boom times, restitution of illegally withheld wages for the current year will exceed \$17,000,000 and more than one quarter of the cases involve failure to pay the minimum wage," Mr. Walling said in announcing the two new wage orders.

The new wage orders announced today cover 1,250,000 men and women in the finance, insurance, real estate, motion picture and miscellaneous industries, with direct wage increases going to an estimated 60,000 and 900,000 workers in the communication, utilities and miscellaneous transportation industries, with direct wage increases for about 50,000.

"Congress set October 24, 1945, as the date when a 40 cent minimum would automatically go into effect for all covered workers and provided an industry committee machinery whereby the minimum was to be raised from 30 to 40 cents, industry by industry, as rapidly as possible in view of economic and competitive conditions and without substantially curtailing employment," Mr. Walling pointed out. "The recommendations of these committees, equally representative of employers, labor and the public, have thus advanced by more than a year the statutory deadline for a universal 40 cent minimum."

"The 69 industry committees, whose recommendations led to the universal 40 cent minimum, made 113 different wage rate recommendations over a five-and-a-half-year period. Although all 113 recommendations were for raising the rates, more than half of these were reached by unanimous vote. In 85 percent of the cases a majority of the employer members concurred in the recommended rate or split evenly."

In North Carolina during the calendar year 1943, \$192,639 was found due to 8,721 workers in 466 establishments for wages illegally withheld. Approximately 36 percent of these cases involved violations of the minimum wage provisions of the Wage-Hour Law.



# NORTH CAROLINA Labor and Industry

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FORREST H. SHUFORD  
Commissioner of Labor

PREPARED BY DIVISION OF STATISTICS

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## Employment and Payrolls May, 1944

For the fourth successive month employment in North Carolina industry showed a decline. One thousand eight hundred and fourteen establishments reported employing 265,855 wage earners in May as compared with 268,789 in April—a decline of 1.1 percent.

Payrolls, according to reports from these same firms, totaled \$7,391,895 in May and \$7,361,879 in April, an increase of .4 percent. Man-hours worked in May amounted to 10,888,553 compared with 10,793,027 in April, an increase of .9 percent.

The average employee worked 41 hours per week in May compared with 40.2 hours in April; earned 67.9 cents an hour in May compared with 68.2 cents an hour in April; and earned \$27.80 per week in May compared with \$27.39 in April. The increase in man-hours caused increased weekly earnings despite a decrease in average hourly earnings.

The greatest decrease in employment was noted in the seasonal cottonseed oil and fertilizer industries, whereas, substantial increases were noted in food and kindred products and the tobacco products group.

Average hourly earnings for the various industries were as follows: Manufacturing: Printing and publishing, 89.3; pulp mills, 86.9; machinery group, 83.6; full-fashioned hosiery, 79.3; tobacco products, 72.2; iron and steel group, 72.1; woolen mills, 66.7; rayon goods, 64.6; dyeing and finishing, 63.5; cotton goods, 61.5; seamless hosiery, 58.8; stemmeries and redrying plants, 58.6; paper boxes, 58.6; furniture, 58.1; flat knit goods, 57.5; fertilizer, 56.0; lumber, 53.9; food and kindred products, 53.6; brick, tile and terra cotta, 52.5; cottonseed oil, 50.9.

Non-manufacturing Industries: Wholesale, 83.1; public utilities, 70.7; mines and quarries, 53.7; retail, 50.5; laundries, dyeing and cleaning, 36.5; hotels, 28.1.

Substantial changes in average hourly earnings are noted in machinery and tobacco where decreases occurred and in cottonseed oil and paper boxes where increases took place.

In the manufacturing industries average hourly earnings amounted to 68.8 cents, a decrease of .6 percent; average hours worked per week were 41.0, an increase of 2.0 percent; and average weekly earnings were \$28.20, an increase of 1.5 percent.

In the non-manufacturing group average hourly earnings amounted to 52.3 cents, an increase of 1.6 percent; average hours worked per week were 40.2, an increase of 1.0 percent; and average weekly earnings were \$21.02, an increase of 2.6 percent.

## Employment and Payrolls for North Carolina

Prepared by Statistical Division

Due to the new arrangement between the North Carolina Department of Labor and the Bureau of Labor Statistics, we have been able to increase the coverage of the statistical sample for North Carolina Employment and Payroll.

Your cooperation in supplying current information each month is earnestly desired and will be much appreciated. If your name is not on our mailing list, we shall be glad to add it in order that we might receive your employment data.

## Employment and Payrolls in Principal Industries of North Carolina April, 1944, Compared with May, 1944

INDUSTRIES	No. Firms Reporting	EMPLOYMENT		PAYROLLS		AVERAGE WEEKLY EARNINGS		AVERAGE HOURS PER WEEK PER MAN		AVERAGE HOURLY EARNINGS	
		Number	% Change Over Month	Amount	% Change Over Month	Amount	% Change Over Month	Amount	% Change Over Month	Amount	% Change Over Month
Mfg. Total.....	1,084	251,217	- 1.2	\$7,084,093	+ .3	\$28.20	+ 1.5	41.0	+ 2.0	68.8	- .6
Brick, Tile, Terra Cotta.....	13	581	- 6.6	13,054	+ 6.4	22.47	+ 13.9	42.8	+ 9.7	52.5	+ 3.8
Cotton Goods.....	301	113,097	- 1.3	2,807,540	- .7	24.82	+ .6	40.4	+ .7	61.5	No ch.
Cottonseed Oil.....	12	450	-19.9	10,501	-11.6	23.34	+10.4	45.9	+ 4.0	50.9	+ 6.3
Dyeing and Finishing.....	19	4,656	- 1.5	119,035	+ 2.1	25.57	+ 3.7	40.3	+ 3.6	63.5	+ .2
Fertilizer.....	42	1,563	-23.4	38,503	-15.5	24.63	+10.3	44.0	+ 6.8	56.0	+ 3.3
Food and Kindred Prod....	71	3,109	+ 6.8	75,036	+ 9.1	24.14	+ 2.2	45.0	+ 4.4	53.6	- 2.2
Furniture.....	73	12,304	- .3	287,698	+ 7.7	23.38	+ 8.0	40.3	+ 5.2	58.1	+ 2.7
Hosiery—FF.....	52	10,434	- 1.3	310,120	+ 2.6	29.72	+ 4.0	37.5	+ 3.3	79.3	+ .6
Hosiery—S'mless.....	123	16,309	- 1.7	338,856	+ 4.2	20.78	+ 6.0	35.3	+ 3.2	58.8	+ 2.6
Iron, Steel Group.....	16	10,240	+ .4	328,840	- 1.7	32.11	- 2.1	44.5	- 1.1	72.1	- 1.0
Knit Goods—Flat.....	10	4,973	+ .8	115,615	+ 3.7	23.25	+ 2.8	40.5	+ 2.8	57.5	No ch.
Lumber (including planing mills).....	60	4,016	- 2.2	99,759	+ 3.8	24.84	+ 6.2	46.1	+ 4.8	53.9	+ 1.1
Machinery Group.....	49	2,287	- .8	89,812	+ 1.1	39.27	+ 1.9	47.0	+ 4.7	83.6	- 2.5
Paper Boxes (corrugated, folded, set-up).....	17	961	- 3.5	22,358	- .6	23.27	+ 3.1	39.7	- 2.2	58.6	+ 5.4
Pulp Mills.....	5	4,064	+ .9	158,668	+ 4.5	39.04	+ 3.5	44.9	+ 2.5	86.9	+ 1.0
Printing and Pub.....	26	648	- 1.5	23,448	+ 1.2	36.19	+ 2.8	40.5	+ 4.1	89.3	- 1.3
Rayon Goods.....	21	7,152	- .8	195,113	+ 8.9	27.28	+ 9.8	42.2	+ 6.3	64.6	+ 3.2
Stemmeries and Redrying Plants.....	23	2,552	- 8.0	65,486	+ 6.6	25.66	+15.8	43.8	+17.4	58.6	- 1.2
Tobacco Prod.....	8	12,952	+ 4.1	376,164	+ 5.8	29.04	+ 1.6	40.2	+ 5.0	72.2	- 3.2
Woolen Mills.....	8	4,062	- 4.6	113,614	+ 6.5	27.97	+11.6	41.9	+ 8.8	66.7	+ 2.5
Other Industries.....	135	34,807	- 1.3	1,494,873	- 3.8	42.95	- 2.6	43.9	+ .5	97.8	- 3.2
Nonmfg. Total.....	730	14,638	X	\$ 307,802	+ 2.6	21.02	+ 2.6	40.2	+ 1.0	52.3	+ 1.6
Retail.....	447	8,056	- .3	143,407	+ 1.4	17.80	+ 1.6	35.3	+ .9	50.5	+ 1.0
Wholesale.....	167	2,064	+ 1.6	75,605	+ 3.8	36.63	+ 2.2	44.1	- 2.9	83.1	+ 5.2
Laundries, Dyeing & Cleaning.....	31	1,627	+ 4.2	28,611	+ 9.7	17.59	+ 5.3	48.2	+ 3.2	36.5	+ 2.2
Mines & Quarries.....	30	742	- 1.9	17,726	+ 8.2	23.89	+10.2	44.5	+ 8.3	53.7	+ 1.7
Public Utilities.....	30	685	- 6.7	22,580	- 3.8	32.96	+ 3.1	46.7	+ 3.0	70.7	+ .1
Hotels.....	25	1,464	- .7	19,873	+ 1.0	13.57	+ 1.6	48.2	+ 1.7	28.1	- .4
Total—All Mfg. & Nonmfg.....	1,814	265,855	- 1.1	\$7,391,895	+ .4	\$27.80	+ 1.5	41.0	+ 2.0	67.9	- .4

X Less than 0.1%.

## Child Labor Violations

A recent release from the Children's Bureau of the United States Department of Labor carries information concerning violations of child labor regulations found during inspections made under the Fair Labor Standards Act and reported to the Bureau by the Wage and Hour and Public Contracts Division and by states with cooperative agreements. The report covers cases closed between July 1 and December 31, 1943.

For the nation as a whole 7,263 establishments were inspected and 1,209—or 17 percent—were found to be employing minors of oppressive child labor age. In North Carolina 297 establishments were inspected and 25—or 8 percent—were found in violation. In the remaining 6,054 establishments inspected in the United States 929—or 13 percent—employed minors not of oppressive child labor age but failed to have proper certificates for these minors and 314—or 4 percent—did not have certificates for all minors employed. Of the 272 establishments in North Carolina not guilty

of oppressive child labor employment, 14—or 5 percent—employed minors without certificates and 3—or 1 percent—did not have certificates for all minors employed. In the United States only 66 percent of the establishments were free of child labor violations of some kind compared with 86 percent in North Carolina.

## Strikes in 1943

According to a recent release from the Industrial Relations Division of the Bureau of Labor Statistics, there were 3,752 strikes during the year 1943, in which 1,981,279 workers were involved. Idleness during these strikes amounted to 13,500,529 man-days, which was equivalent to fifteen one-hundredths of one percent of the available working time. About 69 workers in each 1,000 employed wage earners were involved in strikes during the year.

In North Carolina 57 strikes occurred in 1943, in which 18,511 workers were

(Continued on page three)



# Division of Standards and Inspections

## State Inspections

A total of 975 manufacturing, mercantile, service and mining establishments employing a total of 51,430 workers were inspected under the provisions of the North Carolina Labor Laws and Rules and Regulations during the month of May by the inspectors of the Division of Standards and Inspections.

The inspectors reported a total of 2,545 violations of the labor laws, including recommendations concerning rules and regulations of safety, health, record keeping, and other provisions of the law. Immediate compliance with the provisions of the law was secured in 1,842 cases. Violations of the maximum hour law were found in 40 cases. Immediate compliance was secured in 24 instances and this Department was assured of compliance in the remaining cases. The working hour provisions of the child labor law were being violated in 1,523 instances and immediate compliance was secured in 1,214 cases. Thirty instances were found in which minors under 18 years of age were working in prohibited occupations. Eighteen of these violations were corrected immediately and compliance was promised in 11 of the remaining cases. It was necessary to resort to prosecution in one case and a conviction was secured. It was also necessary to prosecute two other firms for failure to keep time records and for working minors excessive hours. Convictions were secured in each of these cases.

The violations were as follows:

Hour Law .....	40
Time Records .....	73
Child Labor.....	1,523
Drinking Facilities .....	28
Sanitation .....	135
Seats .....	5
Safety Code Violations..	368
Miscellaneous .....	373

## Wage-Hour and Public Contracts Inspections

The Department of Labor closed a total of 69 cases under the Fair Labor Standards Act and the Public Contracts Act during May. Among 60 firms which were found to be covered by the provisions of the acts, 21 were in compliance with the laws and 40 were in violation. Among those found in violation, 25 were found to be violating the minimum wage and overtime compensation requirements of the law and 15 were failing to keep the employee and payroll records in accordance with the requirements of the acts.

Inspections to secure compliance with the Public Contracts Act were made in 111 firms concurrently with the inspections under the Wage and Hour Law.

A total of \$12,456.16 in unpaid back wages was secured during May for 518 workers who had not been paid in accordance with the wage and hour provisions. These payments were made by 23 firms.

In addition to the regular inspections made, 26 investigations were made in connection with a war assignment program with one of the Federal war agencies.

## Number of Women Wage Earners in Manufacturing Continues to Increase

The percentage of women wage earners in North Carolina manufacturing industries increased from 43.1 percent in April to 43.7 percent in May. The survey made by the Division of Statistics covered 1,060 manufacturing establishments employing 249,579 workers—109,197 of these being women.

The survey included 171 establishments in the eastern coastal area employing 37,695 wage earners, 9,735 of these—or 25.8 percent—being women. In April the coastal area showed 25.0 percent women workers.

In the piedmont section 759 establishments reported employing 184,825 wage earners, 88,734 of these—or 48.0 percent—being women. The April report for this area showed 47.4 percent women workers.

In the mountain section 130 establishments reported employing 27,059 wage earners, 10,728—or 39.6 percent—being women. In April 38.5 percent of wage earners in this area were reported to be women.

Percentage of women workers was highest in the following types of industry: Flat knit goods, 72.2 percent; seamless hosiery, 71.9; full-fashioned hosiery, 67.3; iron and steel group, 65.6; paper boxes, 61.2; stemmeries and redrying plants, 56.1; rayon goods, 50.6; tobacco products, 45.9; cotton goods, 45.7; woolen goods, 42.8; dyeing and finishing, 36.2; food and kindred products, 33.4.

Substantial changes between April and May are to be noted in the rise from 30.0 to 33.4 of the food and kindred products group; the rise from 64.8 to 67.3 in the full-fashioned hosiery industry; and the rise from 44.6 to 45.9 in tobacco products.

## Non-Agricultural Employment

The total number of employees in non-agricultural establishments in the United States decreased 0.5 percent in April, dropping from 38,681,000 in March to 38,493,000 in April.

For North Carolina, the latest figures released by the Bureau of Labor Statistics of the United States Department of Labor cover the month of March and indicate that non-agricultural employment decreased 1.3 percent compared with February and 5.4 percent compared with March, 1943. Employment in the nation decreased 0.4 percent between February and March and 2.2 percent between March, 1943 and March, 1944.

Manufacturing employment, according to this same release, was off 2.1 percent between February and March, and 6.6 percent between March, 1943 and March, 1944 in North Carolina. The national figures were 1.4 percent in both instances.

Total employment (to the nearest thousand) is reported for North Carolina as follows:

## MONTHLY REPORT Veterans' Service Division

FRANK M. SASSER, Service Officer

MAY, 1944

Letters Written.....	414
Folders Reviewed.....	464
Examinations Secured .....	20
Hospitalization.....	24
Personal Interviews .....	127
Appearances Before Rating Board.....	422
New Cases .....	153
Old Cases .....	373
Total Cases.....	526
Pensions .....	35
Compensations .....	4
Increased Benefits .....	\$ 1,458.70
Back Benefits .....	\$ 6,750.27
Insurance Benefits .....	\$12,000.00
Total Benefits .....	\$20,208.97

## Veterans' Service Division May, 1944

A total of \$20,208.97 in pensions, compensation and other benefits was secured for war veterans and their families during May by the Veterans' Service Division of the Department of Labor.

This figure is much smaller than that reported for the past several months. Mr. Frank M. Sasser, State Service Officer, states "The explanation of this is that area boards are rating claims of veterans being discharged from the service at the present time in the area office. Therefore, original claims do not show up at the regional office until after the rating action is taken in the area office and the claims folder transferred to the regional office for jurisdiction. This lag in awards reported will be taken up within a month or so."

Total benefits secured for veterans during the current calendar year now amounts to \$226,984. During the month of May the Division handled a total of 526 cases, of which 153 were new cases; held 127 personal interviews with applicants for benefits; secured hospitalization for 24 veterans, and obtained pensions for 35 others.

## STRIKES IN 1943

(Continued from page two)

involved. Idleness during these strikes amounted to 103,368 man-days.

A large share of the 1943 strike activity occurred in the coal-mining industry, over 69 percent of the total strike idleness resulting from coal-mining stoppages. Excluding all coal strikes, there were 3,322 strikes in other industries, involving 1,376,182 workers and 4,153,646 man-days of idleness.

Most of the strikes in 1943 were of short duration, and a large majority were spontaneous stoppages of employees that were unauthorized by unions. Considerably more than half of the strikes were over wage issues and registered the dissatisfaction of the workers with the wartime wage-stabilization policy.

### Total Non-agricultural:

March, 1944 .....	702,000
February, 1944.....	711,000
March, 1943 .....	742,000

### Manufacturing:

March, 1944 .....	368,000
February, 1944.....	376,000
March, 1943.....	394,000



# MAY BUILDING PERMITS

Prepared by Statistical Division

## Elizabeth City Leads in Building Construction

Around 641 thousand dollars worth of building construction was started in North Carolina cities during May, 79 percent more than in April, when 358 thousand dollars worth was started.

The volume of work started this month was 31 percent greater than in May, 1943, when around 491 thousand dollars worth was started.

During May 539 building permits were issued as compared with 480 in April and 439 in May, 1943.

Of the total amount authorized for construction in May, \$12,075 is for new residential construction; \$360,867 is for new non-residential construction, and \$268,441 for additions, alterations and repairs.

Elizabeth City led the cities with authorized construction valued at \$181,565; Winston-Salem was second with \$121,650, and Raleigh was third with \$70,000.

## MAY CHILD LABOR REPORT

(Continued from page one)

was distributed among industry as follows: Manufacturing, 4,788; non-manufacturing, 1,854; construction, 80.

Certificates were issued to 1,530 minors under 16 years of age in May, 945 of these being to boys and 585 to girls.

Of the 6,722 certificates issued to minors 16 and 17 years of age, 3,603 were first regular certificates. Of these 3,603 minors, 645—or 17.9 percent—had completed the sixth grade or less, 423—or 11.7 percent—had completed the seventh grade, 418—or 11.6 percent—had completed the eighth grade, 1,789—or 49.7 percent—had completed the ninth, tenth, or eleventh grade, and 328—or 9.1 percent—had completed the twelfth grade.

Child labor certificates of all types numbering 22,471 have been issued in North Carolina during the current calendar year and 117,642 since the beginning of the war.

## Type of May Building Construction in 26 Reporting Cities

Type of Building	Buildings for Which Permits Were Issued	
	No.	Cost
<b>RESIDENTIAL BUILDINGS:</b>		
One-family dwellings .....	17	\$ 12,075
<b>TOTAL.....</b>	<b>17</b>	<b>\$ 12,075</b>
<b>NONRESIDENTIAL BUILDINGS:</b>		
Churches (include parish halls and Sunday-school rooms) .....	3	\$ 5,200
Factories, bakeries, ice plants, laundries and workshops .....	3	51,000
Garages, public.....	9	7,980
Garages, private (when separate from dwelling).....	14	1,755
Gasoline and service stations.....	1	300
Institutions (include hospitals, asylums, sanitariums, etc.).....	2	236,000
Office buildings, including banks.....	2	1,175
Sheds, poultry houses, contractors' temporary offices, etc.....	9	320
Stores and other mercantile buildings .....	21	51,622
All other nonresidential.....	6	5,515
<b>TOTAL.....</b>	<b>70</b>	<b>\$360,867</b>
<b>ADDITIONS, ALTERATIONS AND REPAIRS:</b>		
Housekeeping dwellings.....	351	\$ 92,406
Nonhousekeeping dwellings.....	7	1,325
On nonresidential buildings .....	94	174,710
<b>TOTAL.....</b>	<b>452</b>	<b>\$268,441</b>

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES, MAY, 1943 AND MAY, 1944

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	May, 1943	May, 1944	Percentage Change	May, 1943	May, 1944	Percentage Change
Total.....	439	539	+ 22.77	\$491,614	\$641,383	+ 30.46
Residential buildings.....	57	17	-70.17	289,985	12,075	- 95.83
Nonresidential buildings.....	48	70	+ 45.83	34,205	360,867	+ 955.01
Additions, alterations and repairs.....	334	452	+ 35.32	167,424	268,441	+ 60.33

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES, APRIL, 1944 AND MAY, 1944

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	April, 1944	May, 1944	Percentage Change	April, 1944	May, 1944	Percentage Change
Total.....	480	539	+ 12.29	\$358,239	\$641,383	+ 79.03
Residential buildings.....	19	17	-10.52	17,550	12,075	- 31.19
Nonresidential buildings.....	58	70	+ 20.68	164,197	360,867	+ 119.77
Additions, alterations and repairs.....	403	452	+ 12.15	176,492	268,441	+ 52.09

## SUMMARY OF MAY, 1944 BUILDING CONSTRUCTION WORK IN 26 PRINCIPAL CITIES OF NORTH CAROLINA

Total of May, 1943, Included for Comparison

CITY	No. OF BUILDINGS	PRIVATE CONSTRUCTION	NEW RESIDENTIAL BUILDINGS				NEW NONRESIDENTIAL BUILDINGS		ADDITIONS, ALTERATIONS AND REPAIRS		ESTIMATED COST OF ALL CONSTRUCTION WORK	
			ESTIMATED COST		No. FAMILIES		May, 1943	May, 1944	May, 1943	May, 1944	May, 1943	May, 1944
			May, 1943	May, 1944	May, 1943	May, 1944						
Total.....	17	\$12,075	\$289,985	\$12,075	77	17	\$34,205	\$360,867	\$167,424	\$268,441	\$491,614	\$641,383
Asheville.....			1,080		2		275	525	12,053	17,465	13,408	17,990
Burlington.....								1,325		450		1,775
Charlotte.....							1,595	53,000	8,464	11,279	10,059	64,279
Concord.....	2	400		400		2			1,300		1,300	400
Durham.....							1,970	250	5,068	16,386	7,038	16,636
Elizabeth City.....			68,000		18			181,000		565	68,000	181,565
Fayetteville.....	8	4,300	2,305	4,300	8	8	2,305	925	3,949	17,815	8,559	23,040
Gastonia.....								3,000	200		200	3,000
Goldsboro.....			215,300		33			22,800	1,175	9,700	216,675	32,500
Greensboro.....	2	1,500		1,500		2		210	3,135	7,599	3,300	9,309
Greenville.....								13,300	250	550	250	13,850
Hickory.....								175	400	7,600	7,775	1,375
High Point.....			175		1		1,110	1,700	22,823	24,104	24,108	25,804
Kinston.....	2	1,150		1,150		2		550	925	2,100	2,650	4,275
Lexington.....	1	925		925		1		75	8,705	1,290	8,780	2,215
New Bern.....	1	3,500		3,500		1		1,480	15,900	3,300	15,900	8,280
Raleigh.....			3,125		15		23,695	68,575	3,125	1,425	29,945	70,000
Reidsville.....										2,040		2,040
Rocky Mount.....									350	1,275		2,775
Salisbury.....									2,450	1,800	2,450	1,800
Shelby.....									300	2,140	2,440	
Statesville.....												
Thomasville.....												
Wilmington.....												
Wilson.....	1	300		300		1		915	5,347	43,505	44,420	29,145
Winston-Salem.....								4,680	200	2,500	200	7,480
							375	150	19,582	121,500	19,957	121,650



# Labor and Industry

Monthly Bulletin of the DEPARTMENT OF LABOR, FORREST H. SHUFORD, Commissioner

Vol. XI

RALEIGH, N. C., AUGUST, 1944

No. 8

## State-Federal Agreement Completed for 1944-1945

The State-Federal Coöperative Agreement for the fiscal year July 1, 1944, through June 30, 1945, between the State of North Carolina Department of Labor and the Wage and Hour and Public Contracts Divisions and the Children's Bureau of the United States Department of Labor has been completed. With all necessary signatures now affixed, the agreement continues, with only minor changes, the coöperative agreement between these agencies begun in 1939.

Pursuant to this agreement the North Carolina Department of Labor will make inspections and investigations under the Fair Labor Standards Act and the Walsh-Healey Public Contracts Act. The Federal agency agrees to reimburse the State department in an amount not to exceed \$93,516 during the fiscal year covered by the agreement. This fund, together with funds available in the appropriation for the State Department of Labor, will enable the department to employ approximately seventeen inspectors along with necessary administrative and clerical assistance.

## Labor Turnover Decreases in April

According to a current release by the Bureau of Labor Statistics of the United States Department of Labor, for every 1,000 workers on factory pay rolls in April, 68 either changed jobs or left manufacturing work, as against 73 in March. All types of separations declined over the month, the largest decline occurring in the lay-off rate, which dropped from 9 per 1,000 in March to 6 per 1,000 in April.

Lay-off rates above 10 per 1,000 were reported by only two of the major manufacturing groups.

Quits still account for the largest share of all separations. "Return to the home state or locality" and "return to farming" were the major reasons for quits during April. A large number of quits also occurred in plants where approaching cuts in production schedules had been announced. For every 1,000 workers employed in manufacturing, 49 quit their jobs, as compared with 50 in March.

The total separation rate for women in manufacturing industries was 76 per 1,000 as compared with 62 for men. To offset this, however, the accession rate for women was considerably above the accession rate for men, being 70 as against 47.

## LABOR AND EMPLOYERS CO-OPERATE IN DRIVE TO REDUCE INDUSTRIAL ACCIDENT TOLL

The United States Department of Labor, in its safety campaign, has set as a goal a million fewer accidents during the current fiscal year. The goal represents a reduction of some 40 percent in the 1943 total of industrial accidents, according to the Bureau of Labor Statistics' preliminary estimates. Its accomplishment will result in a substantial saving in the nation's dwindling supply of industrial manpower.

### June Child Labor Report

Employment of minors under 18 years of age showed a further increase in June. The record high reached in May, when 8,252 certificates were issued, was promptly exceeded in June by the issuance of 9,389 child labor certificates of all types. This represents an increase of 13.8 percent over May and an increase of 9.9 percent over June, 1943, when 8,544 certificates were issued.

Of the 9,389 certificates issued in June, 6,066—or 64.6 percent—were issued to boys and 3,323—or 35.4 percent—to girls.

Minors 16 and 17 years of age received 7,150 certificates in June, 4,564 of these being issued to boys and 2,586 to girls. Employment of these minors was distributed among industry as follows: Manufacturing, 4,396; non-manufacturing, 2,559; construction, 195.

Certificates were issued to 2,239 minors under 16 years of age in June; 1,502 of these being issued to boys and 737 to girls.

Of the 7,150 certificates issued to minors 16 and 17 years of age, 3,326 were first regular certificates, or certificates issued for the first time to minors becoming regularly employed. Of these minors, 580—or 17.4 percent—had completed the sixth grade or less; 343—or 10.3 percent—had completed the seventh grade; 395—or 11.9 percent—had completed the eighth grade; 1,664—or 50.0 percent—had completed the ninth, tenth or eleventh grade, and 344—or 10.4 percent—had completed grade twelve or higher.

Child labor certificates of all types numbering 31,860 have been issued in North Carolina during the current calendar year and 117,642 since the beginning of the war.

Specifically it will mean life to 7,500 workers, whole bodies to 44,000 more, and 948,000 other workers saved from temporary incapacity. The resultant saving in work time during the 12-month period will amount to an average of two million days per month, in addition to the future services of those saved from death or permanent disability.

Success in attaining the goal must depend upon the performance in individual establishments. Nearly four years of experience in the safety campaign of the Department's National Committee for the Conservation of Manpower in War Industries has proved that substantial reductions in accident rates are possible where plants seriously undertake the job of preventing injuries. Reports from some 8,000 plants which have taken advantage of the committee's safety services show that three quarters of them succeeded in reducing their accident frequency. Reports from individual establishments in the group show substantial reductions, many in excess of 40 percent.

The experience of every plant which has succeeded in reducing accidents proves the necessity of coöperation between management and workers. To management falls the job of setting up efficient safety organizations, of safeguarding all hazardous conditions, machinery and processes, and of training supervisors in safety functions. The supervisory force must, in turn, keep a constant check on the physical work place and train and supervise workers in safe work practices. And the workers, themselves, in addition to learning and practicing safe work practices, can take an active part in the safety effort by assistance in checking on physical conditions and in the work practices of inexperienced fellow workers.

The growing interest of labor unions in the field of safety has opened a new possibility of coöperation, with the local union taking an active interest in safety through such means as direct worker education in union meetings and in the formation of labor-management safety committees.



# NORTH CAROLINA Labor and Industry

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Commissioner of Labor

PREPARED BY DIVISION OF STATISTICS

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## Employment and Payrolls June, 1944

Employment in North Carolina industry continued to decline in June for the fifth successive month. One thousand eight hundred and fifty-three establishments reported employing 272,394 wage earners in June as compared with 274,000 in May—a decline of 0.6 percent. This represents the largest number of firms ever to report to the department in a single month. It is hoped that this splendid coöperation of employers in reporting data to the Department of Labor will continue and their number increase.

Pay rolls, according to reports from these same firms, totaled \$7,694,280 per week in June as compared with \$7,579,086 in May, an increase of 1.5 percent. Man-hours worked in June rose to 11,353,196 compared with 11,200,974 in May, or a rise of 1.4 percent.

The average employee of these reporting firms worked 41.7 hours per week in June compared with 40.9 in May; earned 67.8 cents an hour in June compared with 67.7 cents an hour in May, and earned \$28.25 per week in June compared with \$27.66 per week in May. The longer work week, together with the slightly higher hourly wage resulted in the increased weekly earnings. These same two factors served to increase pay rolls in spite of decreased employment.

Significant employment changes took place in the seasonal fertilizer and cottonseed oil industries, where more than 20.0 percent decreases were noted, and in the paper box and tobacco industry, where increases of 7.7 and 3.9 percent, respectively, occurred. While significant, the decreases in these seasonal industries are not sufficient to account for the employment drop in the total figures.

Average hourly earnings for the various industries were as follows: Manufacturing: Printing and publishing, 90.4; pulp mills, 85.1; machinery group, 84.0; full-fashioned hosiery, 80.2; tobacco products, 72.6; iron and steel group, 72.5; woolen mills, 66.8; rayon goods, 64.2; dyeing and finishing, 64.1; cotton goods, 62.6; seamless hosiery, 59.1; furniture, 58.1; fertilizer, 56.8; paper boxes, 56.8; flat knit goods, 56.7; stemmeries and redrying plants, 56.3; food and kindred products, 56.0; lumber, 54.8; cottonseed oil, 52.3; brick, tile and terra cotta, 52.1.

Non-manufacturing Industries: Wholesale, 82.6; public utilities, 68.5; mines and quarries, 55.6; retail, 50.7; laundries, dyeing and cleaning, 37.0; hotels, 28.7.

(Continued on page three)

## Employment and Payrolls for North Carolina

Prepared by Statistical Division

Due to the new arrangement between the North Carolina Department of Labor and the Bureau of Labor Statistics, we have been able to increase the coverage of the statistical sample for North Carolina Employment and Payroll.

Your coöperation in supplying current information each month is earnestly desired and will be much appreciated. If your name is not on our mailing list, we shall be glad to add it in order that we might receive your employment data.

## Employment and Payrolls in Principal Industries of North Carolina May, 1944, Compared with June, 1944

INDUSTRIES	No. Firms Reporting	EMPLOYMENT		PAYROLLS		AVERAGE WEEKLY EARNINGS		AVERAGE HOURS PER WEEK PER MAN		AVERAGE HOURLY EARNINGS	
		Number	% Change Over Month	Amount	% Change Over Month	Amount	% Change Over Month	Amount	% Change Over Month	Amount	% Change Over Month
Mfg. Total.....	1,118	257,713	— .5	\$7,375,773	+ 1.5	\$28.61	+ 2.0	41.7	+ 2.0	63.7	+ .1
Brick, Tile, Terra Cotta.....	13	600	+ 3.3	13,408	+ 2.7	22.35	— .5	42.9	+ .2	52.1	— .8
Cotton Goods.....	303	113,765	— .7	2,930,648	+ 4.2	26.20	+ 5.0	41.8	+ 3.2	62.6	+ 1.6
Cottonseed Oil.....	12	353	—21.6	8,109	—22.8	22.97	— 1.6	43.9	— 4.4	52.3	+ 2.8
Dyeing and Finishing.....	19	4,679	+ .5	121,475	+ 2.0	25.96	+ 1.5	40.5	+ .5	64.1	+ .9
Fertilizer.....	43	1,240	—20.9	29,620	—23.1	23.89	— 2.9	42.1	— 4.3	56.8	+ 1.6
Food and Kindred Prod....	70	3,031	+ 1.4	77,298	+ 7.2	25.50	+ 5.7	45.5	+ .7	56.0	+ 4.9
Furniture.....	74	12,791	+ 1.7	294,887	X	23.05	— 1.7	39.7	— 1.0	58.1	— .5
Hosiery—FF.....	62	13,581	+ .9	409,185	+ 1.8	30.13	+ .9	37.6	+ 1.0	80.2	No chg
Hosiery—S'mless.....	124	16,552	— .2	348,571	+ 1.3	21.06	+ 1.5	35.6	+ .8	59.1	+ .7
Iron, Steel Group.....	18	10,170	— 1.1	326,297	— 1.2	32.08	— .1	44.3	— .4	72.5	+ .6
Knit Goods—Flat.....	10	4,920	— 1.1	111,059	— 3.9	22.57	— 2.9	39.8	— 1.7	56.7	— 1.4
Lumber (including planing mills).....	65	4,264	+ 1.2	108,446	+ 2.9	25.43	+ 1.7	46.4	+ .7	54.8	+ 1.1
Machinery Group.....	50	2,401	+ 3.3	94,303	+ 4.0	39.28	+ .7	46.8	— .2	84.0	+ 1.0
Paper Boxes (corrugated, folded, set-up).....	17	1,035	+ 7.7	24,139	+ 8.0	23.32	+ .2	41.0	+ 3.3	56.8	— 3.1
Pulp Mills.....	5	4,132	+ 1.7	159,045	+ .2	38.49	— 1.4	45.2	+ .7	85.1	— 2.1
Printing and Pub.....	27	653	+ .8	24,234	+ 1.6	36.83	+ 2.4	40.8	+ 1.0	90.4	+ 1.6
Rayon Goods.....	21	7,381	+ 1.2	203,095	+ 1.7	27.52	+ .5	42.9	+ .9	64.2	— .3
Stemmeries and Redrying Plants.....	25	7,031	— .6	148,004	— 1.1	21.05	— .5	37.4	— 2.3	56.3	+ 2.0
Tobacco Prod.....	8	13,460	+ 3.9	333,608	+ 2.0	28.50	— 1.9	39.3	— 2.2	72.6	+ .6
Woolen Mills.....	8	4,133	+ 1.7	117,100	+ 3.1	28.33	+ 1.3	42.4	+ 1.2	66.8	+ .1
Other Industries.....	139	31,541	— 3.6	1,393,247	— 2.3	44.17	+ 1.3	46.3	+ 5.0	95.5	— 3.3
Nonmfg. Total.....	735	14,676	— 1.8	\$318,502	+ 1.7	\$21.70	+ 3.5	41.7	+ 2.7	52.0	+ .6
Retail.....	449	7,585	— 4.5	145,445	+ 3.0	19.18	+ 7.9	37.8	+ 6.2	50.7	+ 1.4
Wholesale.....	174	2,121	+ .2	77,999	+ .4	36.77	+ .2	44.5	+ .9	82.6	— .8
Laundries, Dyeing & Cleaning.....	36	2,052	+ 1.9	36,300	+ 2.0	17.69	X	47.8	+ .2	37.0	— .3
Mines & Quarries.....	33	762	— 1.4	18,258	— 3.2	23.96	— 1.8	43.1	— 4.0	55.6	— 2.2
Public Utilities.....	20	635	— .5	20,220	+ 1.0	31.84	+ 1.4	46.5	+ .9	68.5	+ .6
Hotels.....	23	1,521	+ 4.4	20,280	+ 2.5	13.33	+ 1.8	46.5	— 3.5	28.7	+ 1.8
Total—All Mfg. & Nonmfg.....	1,853	272,394	— .6	\$7,694,280	+ 1.5	\$28.25	+ 2.1	41.7	+ 2.0	67.8	+ .1

X Less than 0.1%.

## Number of Women Wage Earners in Manufacturing Continues to Increase

The percentage of women wage earners in North Carolina manufacturing industries increased from 43.7 percent in May to 44.0 percent in June. The survey made by the Division of Statistics covered 1,079 manufacturing establishments employing 247,053 workers—108,702 of these being women.

The survey included 174 establishments in the eastern coastal area employing 35,878 wage earners, 9,254 of these—or 25.8 percent—being women. The percentage of women wage earners in this area showed no change between May and June.

In the piedmont section 770 establishments reported employing 185,556 wage earners, of which 89,049—or 48.0 percent—were women. This area, likewise, showed no change in the percentage of women wage earners between May and June.

In the mountain section 135 establish-

ments reported employing 25,619 wage earners, 10,399—or 40.6 percent—being women. The increase of 1.0 percent in the number of female wage earners in this area between May and June accounts for the statewide increase of 0.3 percent.

Percentage of women workers was highest in the following types of manufacturing: Seamless hosiery, 72.1 percent; flat knit goods, 72.0; iron and steel group, 65.5; stemmeries and redrying plants, 65.1; full-fashioned hosiery, 65.0; paper boxes, 61.7; rayon goods, 51.6; tobacco products, 47.3; cotton goods, 45.5; woolen mills, 44.2; dyeing and finishing, 36.2; food and kindred products, 30.1.

Substantial changes are to be noted between May and June in the rise from 56.1 to 65.1 of stemmeries and redrying plants; the decrease from 67.3 to 65.0 of the full-fashioned hosiery industry, thus returning this industry to approximately its April level; the decrease from 33.4 to 30.1 of the food and kindred products group, which likewise returns it to its April level.



# Division of Standards and Inspections

## State Inspections

A total of 887 manufacturing, mercantile, service, and mining establishments employing a total of 23,985 workers were inspected under the provisions of the North Carolina Labor Law and Rules and Regulations during the month of June by the inspectors of the Division of Standards and Inspections.

The inspectors reported a total of 3,076 violations of the labor laws, including recommendations concerning rules and regulations of safety, health, record keeping, and other provisions of the law. Immediate compliance with the provisions of the law was secured in 1,376 cases.

Violations of the maximum hour law were found in 95 cases. One thousand six hundred and eighty-eight violations of the State Child Labor Law were found and immediate compliance was reported in 1,011 of these cases.

A bakery was prosecuted for working women excessive hours; and for working 16 and 17 year old minors in excess of nine hours per day and forty-eight hours per week; also for working the minors before 6 a.m. and after 12 o'clock midnight. A conviction was secured.

The violations were as follows:

Hour law .....	95
Time records .....	78
Child labor .....	1,688
Drinking facilities .....	40
Sanitation .....	172
Seats .....	10
Safety Code violations ..	626
Miscellaneous .....	367

## Wage-Hour and Public Contracts Inspections

The Department of Labor closed a total of 138 cases under the Fair Labor Standards Act and the Public Contracts Act during June. Among 133 firms which were found to be covered by the provisions of the acts, 36 were in compliance with the laws and 97 were in violation. Among those found in violation, 66 were found to be violating the minimum wage and overtime compensation requirements of the law and 31 were failing to keep the employee and pay roll records in accordance with the requirements of the acts.

Inspections to secure compliance with the Public Contracts Act were made in 29 firms concurrently with the inspections under the wage and hour law.

A total of \$21,426.32 in unpaid back wages was secured during June for 837 workers who had not been paid in accordance with the wage and hour provisions. These payments were made by 23 firms.

## Non-Agricultural Employment

The total number of employees in non-agricultural establishments in the United States decreased 0.8 percent in May, falling from 38,493,000 in April to 38,200,000 in May. This is approximately the same as May, 1942.

For North Carolina, the latest figures released by the Bureau of Labor Statistics of the United States Department of Labor cover the month of April and indicate that non-agricultural employment decreased 0.1 percent compared with March and 5.1 percent compared with April, 1943. For the nation as a whole non-agricultural employment was down 0.5 percent between March and April and 3.1 percent compared with April, 1943.

Manufacturing employment in North Carolina, according to this same release, showed no change between March and April, but was down 6.4 percent compared with April of last year. In the nation, manufacturing employment was off 1.7 percent between March and April and 3.3 percent compared with April, 1943.

Total employment (to the nearest thousand) is reported for North Carolina as follows:

Total Non-agricultural:	
April, 1944 .....	701,000
March, 1944 .....	702,000
April, 1943 .....	739,000
Manufacturing:	
April, 1944 .....	368,000
March, 1944 .....	368,000
April, 1943 .....	393,000

## EMPLOYMENT AND PAY ROLLS

(Continued from page two)

Nine industries showed decreases in average hourly earnings between May and June, the most significant being the decrease of 3.1 percent in paper boxes; the remaining industries showed no change or an increase, the largest increase being 4.9 percent in food and kindred products.

In the manufacturing group as a whole average hourly earnings amounted to 68.7 cents, an increase of .1 percent; average hours worked per week were 41.7, an increase of 2.0 percent; and average weekly earnings were \$28.61, an increase of 2.0 percent.

In the non-manufacturing group average hourly earnings amounted to 52.0 cents, an increase of .6 percent; average hours worked per week were 41.7, an increase of 2.7 percent; and average weekly earnings were \$21.70, an increase of 3.5 percent.

## MONTHLY REPORT Veterans' Service Division

FRANK M. SASSER, Service Officer

JUNE, 1944

Letters Written .....	425
Folders Reviewed .....	235
Examinations Secured .....	10
Hospitalizations .....	15
Personal Interviews .....	68
Appearances Before Rating Board .....	211
New Cases .....	161
Old Cases .....	465
Total Cases .....	626
Pensions .....	32
Compensations .....	6
Increased Benefits .....	\$ 1,433.00
Back Benefits .....	\$ 4,623.71
Insurance Benefits .....	\$10,000.00
Total Benefits .....	\$16,056.71

## Veterans' Service Division June, 1944

A total of \$16,056.71 in pensions, compensation and other benefits was secured for war veterans and their families during June by the Veterans' Service Division of the Department of Labor.

During June the Division handled a total of 626 cases, of which 161 were new cases; held 68 personal interviews with applicants for benefits; secured hospitalization for 15 veterans, and obtained pensions for 32 others.

During the biennium, July, 1942 to June, 1944, just completed, the Veterans' Service Division has secured for war veterans and their families total benefits of more than \$446,368.00. Increased benefits amounted to \$39,450.00; back benefits to \$142,008.00; and insurance benefits to \$264,910.00.

During this two-year period the Division has written 9,196 letters; reviewed 6,551 folders; secured 766 examinations for veterans; handled 491 hospitalization cases; held 5,058 interviews; made 4,535 appearances before the rating board; secured 643 pensions, and handled 412 compensation claims.

Additional offices of the Division have now been opened in Asheville, Charlotte and Greenville. The establishment of these offices, and others that will be opened soon, was authorized by the Council of State in anticipation of the increased volume of work as veterans of this war return. The offices are prepared to render every possible assistance to veterans in perfecting their claims, the service being available to them without any charge.

A certificate of merit, signed by the Secretary of Labor in behalf of the Department and the National Committee, will be awarded to all plants or production units which succeed in producing during either of the two six-month periods July 1 to December 31, 1944, or January 1 to June 30, 1945, an accident-frequency rate which is at least 40 percent less than that for the corresponding period of the preceding year.

More will be heard of this campaign in North Carolina if present plans for safety rallies with prominent speakers on the program are effected.



# JUNE BUILDING PERMITS

Prepared by Statistical Division

## Charlotte Leads in Building Construction

More than 539 thousand dollars worth of building construction was started in North Carolina cities during June, 16 percent less than in May, when 641 thousand dollars worth was started. The volume of work started this month was likewise about 16 percent less than in June, 1943, when about 640 thousand dollars worth was started.

During June 486 building permits were issued compared with 539 in May and 435 in June, 1943.

Of the total amount authorized for construction in June, \$46,325 is for new residential construction; \$207,458 is for new nonresidential construction, and \$285,574 for additions, alterations and repairs.

Charlotte led the cities with authorized construction valued at \$95,704; Rocky Mount was second with \$64,350, and Raleigh was third with \$45,825.

Since January 1, 1944, there have been 2,498 permits issued in these 26 cities authorizing construction valued at \$2,375,685. The table below gives the estimated cost of all construction

work during this six-month period for each of the cities. For the first six months of 1944 Winston-Salem leads the cities with authorized construction valued at \$367,412; Charlotte is second with \$309,130, and Elizabeth City is third with \$216,515.

City	Value of Construction Jan. 1-June 30 1944
Asheville	\$ 130,429
Burlington	3,175
Charlotte	309,130
Concord	16,330
Durham	71,990
Elizabeth City	216,515
Fayetteville	74,280
Gastonia	48,000
Goldsboro	173,958
Greensboro	95,811
Greenville	17,425
Hickory	14,150
High Point	151,773
Kinston	35,025
Lexington	18,782
New Bern	82,715
Raleigh	204,974
Reidsville	7,095
Rocky Mount	108,025
Salisbury	55,842
Shelby	1,892
Statesville	9,100
Thomasville	6,775
Wilmington	127,552
Wilson	27,530
Winston-Salem	367,412
<b>TOTAL</b>	<b>\$2,375,685</b>

## Type of June Building Construction in 26 Reporting Cities

Type of Building	Buildings for Which Permits Were Issued	No.	Cost
<b>RESIDENTIAL BUILDINGS:</b>			
One family dwellings	37	\$ 46,325	
<b>TOTAL</b>	<b>37</b>	<b>\$ 46,325</b>	
<b>NONRESIDENTIAL BUILDINGS:</b>			
Amusement and recreation places	6	\$ 13,600	
Churches (include parish halls and Sunday-school rooms)	1	300	
Factories, bakeries, ice plants, laundries and workshops	7	108,950	
Garage, public	9	7,250	
Garage, private (when separate from dwellings)	15	2,680	
Gasoline and service stations	1	500	
Institutions (include hospitals, asylums, sanitariums, etc.)	1	9,995	
Office buildings, including banks	2	7,500	
Stables and barns	8	1,755	
Stores and other mercantile buildings	18	54,428	
All other nonresidential	2	500	
<b>TOTAL</b>	<b>70</b>	<b>\$207,458</b>	
<b>ADDITIONS, ALTERATIONS AND REPAIRS:</b>			
Housekeeping dwellings	287	\$ 80,970	
On nonresidential buildings	92	204,604	
<b>TOTAL</b>	<b>379</b>	<b>\$285,574</b>	

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES, JUNE, 1943, AND JUNE, 1944

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	June, 1943	June, 1944	Percentage Change	June, 1943	June, 1944	Percentage Change
Total	435	486	+11.7	\$640,324	\$539,357	-15.8
Residential buildings	35	37	+5.7	241,170	46,325	-80.8
Nonresidential buildings	37	70	+89.2	140,719	207,458	+47.4
Additions, alterations and repairs	363	379	+4.4	258,435	285,574	+10.5

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES MAY, 1944, AND JUNE, 1944

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	May, 1944	June, 1944	Percentage Change	May, 1944	June, 1944	Percentage Change
Total	539	486	-9.8	\$641,383	\$539,357	-15.9
Residential buildings	17	37	+117.6	12,075	46,325	+283.6
Nonresidential buildings	70	70	No chg.	360,867	207,458	-42.5
Additions, alterations and repairs	452	379	-16.2	268,441	285,574	+6.4

## SUMMARY OF JUNE, 1944, BUILDING CONSTRUCTION WORK IN 26 PRINCIPAL CITIES OF NORTH CAROLINA Total of June, 1943, Included for Comparison

CITY	No. of Buildings	Private Construction	NEW RESIDENTIAL BUILDINGS				NEW NONRESIDENTIAL BUILDINGS		ADDITIONS, ALTERATIONS AND REPAIRS		ESTIMATED COST OF ALL CONSTRUCTION WORK	
			ESTIMATED COST		No. Families		June, 1943	June, 1944	June, 1943	June, 1944	June, 1943	June, 1944
			June, 1943	June, 1944	June, 1943	June, 1944						
Total	37	\$46,325	\$241,170	\$46,325	35	37	\$140,719	\$207,458	\$258,435	\$285,574	\$640,324	\$539,357
Asheville	5	925		925		5	380	610	5,326	12,288	5,706	13,823
Burlington							1,000				1,000	
Charlotte							5,920	47,928	8,791	47,776	14,711	95,704
Concord								1,300	1,600	1,900	1,600	3,200
Durham			121,000		5				17,977	4,880	138,977	4,880
Elizabeth City	5	5,200		5,200		5			7,475	675	7,475	5,875
Fayetteville	7	2,900	3,000	2,900	15	7	599	8,900	38,814	4,540	42,413	16,340
Gastonia	6	16,800		16,800		6		1,600	1,400		1,400	18,400
Goldsboro	3	9,800	113,970	9,800	12	3	1,150	2,800	1,450	1,350	116,570	13,950
Greensboro	2	1,800	1,000	1,800	1	2	640	265	6,640	13,180	8,280	15,245
Greenville								250	350	550	350	800
Hickory							650		500	1,400	1,150	1,400
High Point	2	1,200		1,200		2	195	10,765	25,517	29,224	25,712	41,189
Kinston	2	2,300		2,300		2	225	3,300	3,700	1,350	3,925	6,950
Lexington								4,900	3,352	3,352	625	8,252
New Bern									53,500	2,600	53,650	10,060
Raleigh								66,280	43,175	68,146	2,650	45,825
Reidsville											800	800
Rocky Mount												64,350
Salisbury								63,750	525	600	525	2,032
Shelby								350	1,325	1,682	1,325	
Statesville									1,379		1,379	
Thomasville	2	1,800		1,800		2		5,500		1,800		9,100
Wilmington	1	3,000	2,000	3,000	1	1				2,300		2,300
Wilson	2	600		600	1	2	5,180	3,300	45,370	11,186	52,550	17,486
Winston-Salem							5,000	3,200		1,500	5,200	5,300
							2,965	21,375	133,131	21,375	136,096	



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# North Carolina Labor and Industry

Monthly Bulletin of the DEPARTMENT OF LABOR, FORREST H. SHUFORD, Commissioner

Vol. XI

RALEIGH, N. C., SEPTEMBER, 1944

No. 9

## Minors In Industry Urged To Return To School

On every hand one hears the plea that minors give up their jobs and return to school. Newspapers, radio commentators and public officials are all joining hands in this concerted move.

A recent "Child Labor Manifesto" coming to the attention of the North Carolina Department of Labor and carrying the endorsement of leaders throughout the nation, who are interested in the welfare of the youth of our country, appears very timely.

This manifesto states: "War exacts a heavy price from children. In the United States our children have so far been spared the terrors of bombing and invasion and the horror of starvation. But our children have not been untouched—many are living in strange and new communities under crowded conditions—many are neglected because of the absence of mothers on war jobs—some are already orphaned as war casualties mount. Other children are burdened prematurely with work too heavy for their strength—thousands are laying aside their school books to take full-time jobs.

"We believe that the demands for war production and essential civilian services can be met without exploiting children.

"We believe that children can contribute to the life of their community in many useful ways, but that it is a shortsighted policy to employ them at hours or under conditions which threaten their physical development and impair their educational opportunities.

"We believe that the protection of children from harmful child labor is a community enterprise of first importance dependent upon the coöperation of parents, employers, schools and other community agencies.

"Therefore:

We call upon young people to resist the lure of war wages and to remember that temporary financial gain cannot offset future educational handicaps, and we urge parents to support this view.

We commend the efforts of all socially minded citizens to keep children from leaving school and to prevent their excessive employment outside of school hours.

We urge schools, wherever this is desirable, to develop in coöperation with employers and community agencies well-balanced programs of school and supervised part-time work.

We urge legislators and government officials to refuse to allow child labor laws to be broken down and to maintain sufficient staffs for their enforcement.

We call upon all of the forces in the community—the home, the school, the church, industry and commerce, labor, social and civic agencies—to unite in protecting our children."

## Occupational Wage Rates In Cotton Textile Industry

During a recent study of occupational wage rates in the textile industry, the Atlanta Regional Office of the Bureau of Labor Statistics obtained wage data from 180 establishments manufacturing cotton goods. These companies, employing 130,000 workers, were located in 11 labor market areas in the states of Alabama, Georgia, North and South Carolina and Virginia.

### Labor Turnover

For every 1,000 workers on factory pay rolls in June, 54 quit, 7 were discharged, 5 were laid off, 4 left to enter the armed services, and 1 left for other reasons, according to the latest figures of the United States Department of Labor.

The military separation rate of 4 per 1,000 is the lowest since Pearl Harbor.

The accession rate for all manufacturing was 75 per 1,000, the highest this year.

Overconfidence as to the early end of the war prompted some workers to quit and go home to their former peace-time jobs.

The separation rate for women in manufacturing was 84 per 1,000 as compared with 61 for men. However, women were hired at the rate of 95 per 1,000 as compared with 62 for men.

### Labor Force In Gaston County Increased 4,300 Since 1940

The Gastonia Chamber of Commerce has recently completed a survey of Gaston County's "labor force," the number of people gainfully employed in a wide range of industrial and business occupations. They found that the force has increased more than 4,300 since 1940.

Some of this increase is directly attributed to the increase in Gaston County's population, which has crossed the 100,000 mark since 1940. Other factors involved in the increase are the expansion of the textile industry and other enterprises and the increased number of women working. Many of the new enterprises are war industries which may be expected to vanish with the end of the war.

In 1940, the survey shows, there was a total of 34,616 workers in the Gaston County labor force and at present there are 38,918. In the textile industry the labor force has increased from 19,435 to 25,691 (which is more than a fourth of the county's total population, exclusive of men and women in service). A

(Continued on page four)

The field survey on which the report is based covered the manufacture of cotton yarn and cotton woven fabrics over 12 inches in width, commonly known as "cotton broad woven goods." Integrated spinning and weaving mills constitute the greater part of the industry. These mills conduct all operations necessary to transform ginned cotton into cotton fabrics. The yarn mills are largely independent spinning mills primarily engaged in the spinning, twisting, winding or spooling of carded-cotton, combed-cotton and part-cotton yarn spun on cotton spindles.

Twenty-two occupations out of the 75 or more normally found in the industry were selected for study. Approximately 40 percent of the total employment of the integrated mills and just over 50 percent of the workers in the yarn mills were classified within these 22 occupations. Only key jobs which would adequately represent the wage structure of the industry were selected for coverage. It is believed that the selected occupations do provide an adequate picture of the wage structure in the cotton textile industry.

Certain occupations found in the bleaching and dyeing departments of yarn and integrated mills were scheduled in the course of the survey; these occupations contain relatively a small proportion of workers in most of the labor market areas. Wage data for these occupations have not been included in the report.

The study covered most of the important cotton-goods-producing areas in the Southeast, the main exceptions being certain sections in Alabama, Georgia and South Carolina where the industry is scattered in small communities. As would be expected, North Carolina was much more heavily represented than any other state, with approximately 75 percent of the total number of mills and 65 percent of the employees. The largest single labor market area was the Charlotte area (includes Belmont, Bessemer City, Charlotte, Cherryville, Concord, Gastonia, Kannapolis, Kings Mountain, Monroe and Shelby), in which 54 mills employing over 40,000 workers were visited. The smallest labor area included in the study was the Asheville region in which rates were obtained from five

(Continued on page three)



# NORTH CAROLINA Labor and Industry

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FORREST H. SHUFORD  
Commissioner of Labor

PREPARED BY DIVISION OF STATISTICS

Vol. XI SEPTEMBER, 1944 No. 9

## Employment and Pay Rolls July, 1944

Employment in North Carolina industry continued to decline in July for the sixth consecutive month. One thousand seven hundred thirty-two establishments reported employing 270,088 wage earners in July as compared with 271,016 in June—a decline of 0.3 percent.

Pay rolls, according to reports from these same firms, totaled \$7,613,417 per week in July as compared with \$7,684,563 in June—a decrease of 0.9 percent. Man-hours worked in July were 11,145,751 per week as compared with 11,297,499 in June—a decrease of 1.3 percent.

The average employee of these reporting firms worked 41.3 hours per week in July compared with 41.7 hours in June; earned 68.3 cents an hour in July compared with 68.0 cents an hour in June; and earned \$28.19 per week in July compared with \$28.35 per week in June.

The greatest employment changes over the month occurred in two seasonal industries: Employment in the fertilizer industry declined 7.3 percent and in the stemmeries and redrying plants increased 6.5 percent.

Average hourly earnings for the various industries were as follows: Manufacturing: Printing and publishing, 90.6; pulp mills, 85.6; machinery group, 83.4; full-fashioned hosiery, 80.7; tobacco products, 73.1; iron and steel group, 73.0; woolen mills, 69.4; rayon goods, 64.8; dyeing and finishing, 64.8; cotton goods, 63.2; fertilizer, 61.6; seamless hosiery, 59.4; furniture, 59.0; stemmeries and redrying plants, 58.7; flat knit goods, 57.5; food and kindred products, 57.0; paper boxes, 56.8; lumber, 55.6; cottonseed oil, 52.8; brick, tile and terra cotta, 52.5.

Nonmanufacturing Industries: Wholesale, 82.3; public utilities, 69.0; mines and quarries, 57.2; retail, 48.5; laundries, dyeing and cleaning, 36.4; hotels, 28.6.

Substantial increases in average hourly earnings are noted as follows: Fertilizer, 8.5 percent; stemmeries and redrying plants, 4.3 percent, and woolen mills, 5.5 percent.

In the manufacturing industries 1,105 firms reported employing 257,118 wage earners in July compared with 257,924 in June. The weekly pay roll for these firms amounted to \$7,327,001, and man-hours worked during the week to 10,598,991. Average weekly earnings of employees were \$28.50; average hours worked per week, 41.2, and average hourly earnings, 69.1 cents.

In the nonmanufacturing group 627 firms reported employing 12,970 wage earners in July compared with 13,092 in June. The weekly pay roll for these firms amounted to \$286,416 and man-hours worked during the week to 546,-

## Employment and Payrolls for North Carolina

Prepared by Statistical Division

Due to the new arrangement between the North Carolina Department of Labor and the Bureau of Labor Statistics, we have been able to increase the coverage of the statistical sample for North Carolina Employment and Payroll.

Your cooperation in supplying current information each month is earnestly desired and will be much appreciated. If your name is not on our mailing list, we shall be glad to add it in order that we might receive your employment data.

## Employment and Payrolls in Principal Industries of North Carolina July, 1944 Compared with June, 1944

INDUSTRIES	No. Firms Reporting	EMPLOYMENT		PAY ROLLS		AVERAGE WEEKLY EARNINGS		AVERAGE HOURS PER WEEK PER MAN		AVERAGE HOURLY EARNINGS	
		Number	% Change Over Month	Amount	% Change Over Month	Amount	% Change Over Month	Amount	% Change Over Month	Amount	% Change Over Month
Manufacturing Total	1,105	257,118	-.3	\$7,327,001	-.4	\$28.50	-.1	41.2	-.5	69.1	+.3
Brick, Tile, Terra Cotta	13	607	+1.2	13,486	+.6	22.22	-.6	42.3	-.1	52.5	+.8
Cotton Goods	304	110,793	X	2,953,948	+1.8	26.66	+1.8	42.2	+.7	63.2	+1.1
Cottonseed Oil	11	279	+1.8	6,444	+3.6	23.10	+1.9	43.7	+.5	52.8	+2.4
Dyeing and Finishing	19	4,707	+.6	122,007	+.4	25.92	-.2	40.0	-.1	64.8	+1.1
Fertilizer	43	1,149	+7.3	30,677	+3.6	26.70	+11.8	43.4	+3.1	61.6	+8.5
Food and Kindred Products	70	3,049	+1.9	80,305	+4.9	26.34	+3.0	46.2	+1.1	57.0	+1.8
Furniture	75	12,610	+2.1	290,666	+2.4	23.05	+.3	39.1	-.2	59.0	+1.9
Hosiery, Full-fashion	58	12,947	+1.2	364,915	+7.7	28.19	+6.6	35.0	+6.9	80.7	+.6
Hosiery, Seamless	130	16,513	+2.6	329,138	+7.7	19.93	+5.3	33.5	+5.9	59.4	+.3
Iron and Steel Group	17	10,110	+.3	329,947	+1.5	32.64	+1.7	44.7	+.9	73.0	+.7
Knit Goods, Flat	10	4,997	+1.6	112,886	+1.6	22.59	+.1	39.3	+1.3	57.5	+1.4
Lumber, including planing mills	61	4,156	+1.5	107,051	+2.3	25.75	+.7	46.3	+.6	55.6	+1.3
Machinery Group	50	2,454	+1.7	93,574	+1.1	33.13	+2.7	45.7	+1.3	83.4	+1.4
Paper Boxes (corrugated, folded, set up)	18	1,057	+1.9	24,082	+4.0	22.78	+2.1	40.1	-.2	56.8	+.4
Pulp Mills	5	4,128	+1.1	161,561	+1.6	39.14	+1.7	45.7	+1.1	85.6	+.6
Printing and Publishing	26	562	+2.4	21,111	+2.5	37.56	+1.1	41.5	+1.2	90.6	+1.1
Rayon Goods	22	7,832	+.3	208,948	+3.4	26.68	+3.2	41.2	+3.5	64.8	+.5
Stemmeries & Redrying Plants	26	7,513	+6.5	175,246	+18.0	23.33	+10.9	39.3	+6.4	58.7	+4.3
Tobacco Products	8	13,329	+1.0	399,532	+4.2	29.97	+5.2	41.0	+4.3	73.1	+.7
Woolen Mills	7	3,250	+1.8	91,199	+8	28.06	X	40.5	+4.9	69.4	+5.5
Other Industries	132	35,071	+1.0	1,410,278	+4.6	40.21	+3.7	42.8	+1.6	94.0	+2.2
Nonmanufacturing Total	627	12,970	-.9	\$286,416	+.1	\$22.08	+1.1	42.2	+.5	52.4	+.6
Retail	351	6,131	+1.2	113,718	+1.0	18.55	+2.3	38.2	+1.3	48.5	+.8
Wholesale	149	2,093	+1.5	77,336	+2.0	36.95	+5.4	49.9	+1.4	82.3	+.8
Laundries, Dyeing and Cleaning	35	1,679	+3.7	29,629	+4.0	17.65	+.3	48.5	+.2	36.4	+.5
Mines and Quarries	32	768	+.8	17,652	+3.3	22.98	+4.1	40.2	+6.7	57.2	+2.9
Public Utilities	37	976	+2.6	30,376	+.4	31.12	+2.2	45.1	+2.4	69.0	+.3
Hotels	23	1,323	+3.5	17,705	+2.8	13.33	+.8	46.9	+2.2	28.6	+1.0
Total, All Manufacturing and Nonmanufacturing	1,732	270,088	-.3	\$7,613,417	-.9	\$28.19	-.6	41.3	+1.0	68.3	+.4

X Less than 0.1%.

## Number of Women Wage Earners In Manufacturing

The percentage of women wage earners in North Carolina manufacturing industries showed no change between June and July, remaining at 40.0 percent. The survey made by the Division of Statistics covered 1,068 manufacturing establishments employing 244,878 workers—107,682 of these being women.

One hundred and seventy establishments were located in the eastern coastal area and employed 35,711 wage earners, 9,494 of these—or 26.6 percent—being women. In June 25.8 percent of the workers in this area were women.

In the piedmont section of the State 763 establishments reported employing 180,793 wage earners, 86,748—or 48.0 percent—of these being women workers. There was no change in this area between June and July.

One hundred thirty-five establishments in the mountain section reported employing 28,374 wage earners, 11,440—or 40.3 percent—of these being women. In June 40.6 percent of the workers in this area were women.

Percentage of women workers was highest in the following types of manufacturing: Seamless hosiery, 73.0 per-

760. Average weekly earnings of employees were \$22.08; average hours worked per week, 42.2; and average hourly earnings, 52.4 cents.

cent; flat knit goods, 72.7; full-fashioned hosiery, 65.0; iron and steel group, 64.8; stemmeries and redrying plants, 64.6; paper boxes, 62.0; rayon goods, 50.3; tobacco products, 47.3; cotton goods, 45.3; woolen mills, 40.2; dyeing and finishing, 35.8; food and kindred products, 27.3.

The greatest change between June and July occurred in the woolen industry where a decrease of 4.0 percent in the number of women wage earners is noted. This decrease occurred despite an increase in total employment in the industry.

Of the women employed in manufacturing industries, 93.9 percent are employed in the first ten types of manufacturing listed above.

## Attends Conference

Mr. C. H. Pritchard, Division of Statistics, is attending a three-day conference in Washington of State representatives with officials of the Bureau of Labor Statistics, U. S. Department of Labor. The main topics of discussion will be: current and anticipated future developments in the field of employment, pay roll, and hours and earnings statistics; hours and earnings—an evaluation of the need for these statistics; an evaluation of the need for state and area employment data; and discussion of recommendations for changes in the collection forms for the calendar year 1945.



# Division of Standards and Inspections

## State Inspections

A total of 683 manufacturing, mercantile, service and mining establishments employing a total of 21,974 workers were inspected under the provisions of the North Carolina Labor Laws and Rules and Regulations during the month of July by the inspectors of the Division of Standards and Inspections.

The inspectors reported a total of 2,054 violations of the labor laws, including recommendations concerning rules and regulations of safety, health, record keeping, and other provisions of the law. Immediate compliance with the provisions of the law was secured in 1,108 cases.

One thousand two hundred ninety-eight violations of the State Child Labor Law were found and immediate compliance was reported in 613 of these cases. There were 252 violations of the safety code, 88 violations of the sanitation regulations; 75 violations of the time record keeping requirement.

There were no prosecutions during the month.

The violations were as follows:

Hour Law .....	59
Child Labor.....	1,298
Time Records .....	75
Drinking Facilities.....	14
Sanitation .....	88
Seats .....	6
Safety Code Violations..	252
Miscellaneous .....	262

## Wage-Hour and Public Contracts Inspections

During the month of July 129 establishments were inspected under the provisions of the Fair Labor Standards Act and 19 under the Public Contracts Act. Among the 124 firms which were found to be covered by the provisions of the act, 37 were in compliance with the law and 87 were in violation. Of those found in violation, 56 were violating the minimum wage and overtime compensation requirements of the Wage and Hour Law and 31 were failing to keep records in accordance with the regulations under the act.

A total of \$8,480.14 in unpaid back wages was secured for 1,078 employees who had not been paid in accordance with the wage and hour requirements. These payments were made by 27 firms.

## OCCUPATIONAL WAGE RATES IN COTTON TEXTILE INDUSTRY

(Continued from page one)

mills employing slightly less than 3,000 workers.

A study of the average hourly earnings of the workers reveals that those in the integrated mills earned considerably higher rates than workers in yarn mills. Seventy-four percent of the yarn mill workers were classified in occupations for which the average hourly earnings were less than 50 cents an hour, whereas only 16 percent of the integrated mill workers were in occupations with average hourly earnings below this figure. Twenty-two percent of the yarn mill workers were classified in occupations for which the average hourly earnings were between 50 and 59 cents an hour, while the occupational average earnings of 45 percent of the integrated mill workers were within this range. Finally, only 4 percent of the yarn mill workers

## Nonagricultural Employment

The total number of employees in nonagricultural establishments in the United States increased 0.2 percent in June, rising from 38,684,000 in May to 38,743,000 in June. Employment in the United States decreased 2.8 percent between June, 1943 and June, 1944, according to figures released by the United States Department of Labor, Bureau of Labor Statistics.

For North Carolina, the latest figures released cover the month of May and indicate that nonagricultural employment decreased 0.3 percent compared with April and 4.4 percent compared with May, 1943. In the nation as a whole there was no change between April and May and a decrease of only 2.5 percent between May, 1943 and May, 1944.

Manufacturing employment in North Carolina, according to this same release, decreased 0.5 percent between April and May, compared with the national decrease of 1.1 percent, and decreased 5.9 percent compared with May, 1943 as against a national decrease of 3.7 percent over the same period.

Total employment (to the nearest thousand) is reported for North Carolina as follows:

Total Nonagricultural:	
May, 1944.....	699,000
April, 1944 .....	701,000
May, 1943.....	731,000
Manufacturing:	
May, 1944.....	366,000
April, 1944 .....	368,000
May, 1943.....	389,000

In the South Atlantic States, comprised of Delaware, Maryland, District of Columbia, Virginia, West Virginia, North Carolina, South Carolina, Georgia and Florida, North Carolina ranks second in the number of nonagricultural employees, being surpassed only by Maryland, and first in the number of manufacturing employees.

were classified in occupations for which the average hourly earnings were from 60 to 69 cents an hour, and less than 1 percent were in occupations for which the average hourly earnings were 70 cents an hour and over, compared with 24 and 15 percent, respectively, for workers in the integrated mills.

One reason for the higher average hourly earnings in the integrated mills is the greater proportion of skilled workers. In addition, it was found that the average hourly earnings were higher in integrated mills than in the yarn mills for the same occupations. Averages for the four most important occupations (numerically), common to both integrated and yarn mills, show that workers in the integrated mills received, on the average, more than those in the yarn mills by the following amounts: yarn winders, 3 cents; spinner and card tender, 5 cents; and doffer, 10 cents.

Part of the differences in the level of wage rates between yarn mills and integrated mills may be attributed to the fact that a somewhat larger portion of workers in the integrated mills are employed under incentive systems, and incentive workers generally receive higher wage rates than hourly workers. Approximately 63 percent of the workers in the four occupations, common to both

## MONTHLY REPORT Veterans' Service Division

FRANK M. SASSER, Service Officer

JULY, 1944

Letters Written .....	459
Folders Reviewed .....	273
Examinations Secured .....	10
Hospitalizations.....	12
Personal Interviews .....	215
Appearances Before Rating Board .....	191
New Cases .....	177
Old Cases .....	446
Total Cases .....	623
Pensions.....	25
Compensations.....	7
Increased Benefits .....	\$ 1,007.00
Back Benefits .....	\$ 3,189.66
Insurance Benefits .....	\$30,000.00
Total Benefits .....	\$34,196.66

## July Child Labor Report

Employment of minors under 18 years of age fell off sharply in North Carolina during July. This decrease was expected since the sharp increase that annually occurs when schools close could not be expected to continue. It is also very probable that the stabilization program now in effect exerted some influence. A total of 5,853 certificates were issued in July, a decrease of 37.7 percent from June but an increase of 1.6 percent over July, 1943.

Of the 5,853 certificates issued in July, 3,996—or 68 percent—were issued to boys, and 1,857—or 32 percent—to girls.

Minors 16 and 17 years of age received 4,513 certificates in July, but only 2,222 of these were first regular certificates (certificates issued for the first time to minors becoming regularly employed). Boys received 3,074 of the certificates and girls the remaining 1,439. Manufacturing industries employed 2,654 of these minors; nonmanufacturing, 1,690, and construction, 169.

Certificates were issued to 1,340 minors under 16 years of age—922 boys and 418 girls.

The educational background of the 2,222 minors 16 and 17 years of age entering employment for the first time is broken down as follows: 588—or 26.5 percent—had completed the sixth grade or less; 287—or 12.9 percent—had completed the seventh grade; 248—or 11.2 percent—had completed the eighth grade, 929—or 41.8 percent—had completed the ninth, tenth or eleventh grade, and 170—or 7.6 percent—had completed grade twelve or higher.

integrated and yarn mills, in the integrated mills were paid under the incentive system, whereas just under 43 percent of the workers in the yarn mills were paid under such systems. The average for incentive workers for every occupation, in both yarn mills and integrated mills, were higher than the average for hourly workers; however, the differences between the wages of time and incentive workers were greater in the integrated mills. For the four occupations combined, incentive workers in the integrated mills earned five cents per hour more than time workers, whereas, incentive workers in the yarn mills earned only three cents more than hourly workers.

The North Carolina Department of Labor has available for distribution to those who need more detailed information, copies of the complete study.



# JULY BUILDING PERMITS

Prepared by Statistical Division

## Wilmington Leads In Building Construction

More than 846 thousand dollars worth of building construction was started in North Carolina cities during July, 57 percent more than in June, when more than 539 thousand dollars worth was authorized. The volume of work authorized in July was 334 percent greater than in July, 1943 when about 195 thousand dollars worth was started.

During July 462 permits were issued compared with 486 in June and 407 in July, 1943.

Of the total authorized construction work in July, \$127,914 is for new residential construction, \$539,489 is for new nonresidential construction, and \$179,513 for additions, alterations and repairs.

Wilmington led the cities with authorized construction valued at \$259,038; Charlotte was second with \$143,600, and Goldsboro was third with \$51,200.

## Southern Pines Leads Towns In Building Construction

The 12 reporting towns with populations of less than 10,000 reported authorized building construction work in July of \$25,615. Of this sum, \$4,000 was for new residential building; \$5,960 for new nonresidential, and \$15,655 for additions, alterations and repairs.

Southern Pines led the reporting towns with authorized construction valued at \$9,300. Asheboro was second and Mount Airy third.

The towns that reported were Asheboro, Belmont, Edenton, Forest City, Hamlet, Kings Mountain, Lenoir, Morehead City, Mount Airy, Rockingham, Southern Pines and Spindale.

## LABOR FORCE IN GASTON COUNTY INCREASED 4,300 SINCE 1940

(Continued from page one)

total of 12,050 women are now at work in Gaston textile plants, as compared with 7,497 female workers in that industry in 1940.

In 1944 textile employment shows 17,041 in cotton yarn manufacturing, 5,664 in cotton weaving, 1,960 in rayon spinning and weaving and 1,026 in knit goods.

## Type of July Building Construction in 26 Reporting Cities

Type of Building	Buildings for Which Permits Were Issued	
	No.	Cost
<b>RESIDENTIAL BUILDINGS:</b>		
One-family dwellings .....	27	\$ 22,650
Two-family dwellings .....	1	2,000
Other nonhousekeeping dwellings (including clubs, etc.) .....	2	103,264
<b>TOTAL.....</b>	<b>30</b>	<b>\$127,914</b>
<b>NONRESIDENTIAL BUILDINGS:</b>		
Churches .....	8	\$ 89,710
Factories, bakeries, ice plants, laundries and other workshops .....	5	123,000
Garages, public .....	3	15,000
Garages, private (when separate from dwellings) .....	24	4,195
Institutions (include hospitals, asylums, etc.) .....	1	16,000
Office Buildings (including banks) ..	3	32,956
Public works and utilities .....	1	167,666
Schools .....	1	78,782
Sheds, poultry houses, contractors' temporary offices, etc. ....	7	525
Stables and barns .....	4	465
Stores and other mercantile buildings ..	11	10,690
All other nonresidential .....	4	500
<b>TOTAL.....</b>	<b>72</b>	<b>\$539,489</b>
<b>ADDITIONS, ALTERATIONS AND REPAIRS:</b>		
Housekeeping dwellings .....	280	\$ 65,991
Nonhousekeeping dwellings .....	3	2,765
On nonresidential buildings .....	77	110,757
<b>TOTAL.....</b>	<b>360</b>	<b>\$179,513</b>

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES, JULY, 1943, AND JULY, 1944

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	July, 1943	July, 1944	Percentage Change	July, 1943	July, 1944	Percentage Change
Total.....	407	462	+ 13.5	\$194,699	\$846,916	+ 335.0
Residential buildings.....	12	30	+150.0	6,125	127,914	+1988.4
Nonresidential buildings.....	37	72	+ 94.6	42,273	539,489	+1176.2
Additions, alterations and repairs...	358	360	+ 0.6	146,301	179,513	+ 22.7

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES, JUNE, 1944, AND JULY, 1944

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	June, 1944	July, 1944	Percentage Change	June, 1944	July, 1944	Percentage Change
Total.....	486	462	- 4.9	\$539,357	\$846,916	+ 57.0
Residential buildings.....	37	30	-18.9	46,325	127,914	+176.1
Nonresidential buildings.....	70	72	+ 2.9	207,458	539,489	+160.0
Additions, alterations and repairs...	379	360	- 5.0	285,574	179,513	- 37.1

## SUMMARY OF JULY, 1944, BUILDING CONSTRUCTION WORK IN 26 PRINCIPAL CITIES OF NORTH CAROLINA

Total of July, 1943, Included for Comparison

CITY	No. of Buildings	Private Construction	NEW RESIDENTIAL BUILDINGS				NEW NONRESIDENTIAL BUILDINGS		ADDITIONS, ALTERATIONS AND REPAIRS		ESTIMATED COST OF ALL CONSTRUCTION WORK	
			ESTIMATED COST		No. Families		July, 1943	July, 1944	July, 1943	July, 1944	July, 1943	July, 1944
			July, 1943	July, 1944	July, 1943	July, 1944						
Total.....	28	\$24,650	\$6,125	\$127,914	13	29	\$42,273	\$539,489	\$146,301	\$179,513	\$194,699	\$846,916
Asheville.....								700	9,187	5,314	9,187	6,014
Burlington.....												
Charlotte.....			275		1		8,525	94,188	18,695	49,412	27,498	143,600
Concord.....			500		2				150	1,200	650	1,200
Durham.....	1	1,800		1,800		1	4,500	16,500	2,870	6,558	7,370	24,858
Elizabeth City.....								200		2,025		2,225
Fayetteville.....	9	1,700	1,000	1,700	5	9	50	19,750	10,205	2,830	11,255	24,280
Gastonia.....	5	7,500		7,500		5		1,500	3,000	4,400	3,000	13,400
Goldsboro.....							3,300	48,700	825	2,500	4,125	51,200
Greensboro.....	4	3,800		3,800		4		2,315	4,721	2,690	4,721	8,805
Greenville.....							125	100		50	125	150
Hickory.....							450	650	2,520		2,970	650
High Point.....							18,725	2,860	12,601	32,155	31,326	35,015
Kinston.....	6	5,900	200	5,900	1	7			3,350		3,550	5,900
Lexington.....							150	1,010	750	3,425	900	4,435
New Bern.....									3,650		3,650	
Raleigh.....							3,085	9,900	900	4,150	3,985	14,050
Reidsville.....								350	200	1,850	200	2,200
Rocky Mount.....	1	750		750		1	500	200	200		700	950
Salisbury.....	1	2,000		2,000		1	325	25	3,582	5,555	3,907	7,580
Shelby.....				400			193	400	623	265	816	1,065
Statesville.....												
Thomasville.....												
Wilmington.....			4,150		4		185		3,285	600	3,470	600
Wilson.....	1	1,200		1,200		1	1,500	234,666	16,061	24,372	21,711	259,038
Winston-Salem.....				102,864			325		800	2,000	1,125	3,200
							335	105,475	48,123	28,162	48,458	236,501



# North Carolina Labor and Industry

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Vol. XI

RALEIGH, N. C., OCTOBER, 1944

No. 10

## Child Labor Violations

From a survey made of recent certificates for the employment of minors received by the Department of Labor, the following are violations most commonly found:

Hazardous Occupations Orders, issued by the Children's Bureau, U. S. Department of Labor, which cover all plants that come under the provisions of the Federal Wage and Hour Law.

Order No. 4: This order applies to logging and sawmilling and according to the provisions of this order, there are very few occupations permitted minors under 18 years of age. The occupations allowed for minors 16 and 17 are: (1) Work in offices or in repair or maintenance shops, (2) Work in the operation or maintenance of living quarters, (3) Work in timber cruising, surveying, or logging-engineering parties, provided that no work in the construction of roads or railroads is performed, (4) Work in forest protection, such as clearing fire trails or roads, piling and burning slash, maintaining fire-fighting equipment, constructing or maintaining telephone lines, or acting as fire lookout, (5) Work in the feeding or care of animals used in logging. During the continuance of the present war and for six months after the following amendment has been added: Minors 16 and 17 may be employed in the occupations of saw filing, except in connection with logging operations; packing shingles; straightening, marking, tallying, or pulling lumber from the dry chain, the drop sorter, or the green chain (other than the pulling of lumber larger than one inch by six inches in size from the green chain); unstacking from the dry kiln; clean-up in the lumber yard; or the handling or shipping of dry lumber or of lumber products in yards or sheds of sawmills, lath mills, shingle mills, or cooperage-stock mills excepting the operation of cranes, lumber carriers, and other power-driven equipment, and the occupation of crane hooker. It is our understanding that in small logging operations or portable sawmills jobs are interchangeable, a green chain is not used in sorting lumber and all lumber is shipped as green lumber; therefore, minors under 18 in most cases may not be employed, since minors 16 and 17 may not be employed to handle green lumber (except of size given above).

Order No. 5: This order covers occupations involved in the operation of power-driven woodworking machines such as those found in planing mills, furniture manufacturing, veneer mills and the like. According to the provisions of this order minors under 18 may not be employed in the following occupations: (1) The occupation of operating power-driven woodworking machines, including supervision or controlling the operation of such ma-

## Officials Discuss "Area of Production"

National officials of the Wage and Hour and Public Contracts Divisions held a series of informal conferences on September 27 to discuss proposals for redefining "area of production." The conferences were held at the State Department of Labor offices.

The recent action of the Supreme Court in rejecting the former definition of "area of production" under the Fair Labor Standards Act caused L. Metcalf Walling, administrator of the Wage and Hour and Public Contracts Divisions, to call the conferences. Purpose of the conferences was to discuss various proposals for redefining "area of production" in order to obtain the views of industry and labor before the final drafting of a new definition.

Among the officials who attended the conference are Thatcher Winslow, deputy administrator, Harry Weiss, director of the economic branch, Kenneth Meiklejohn of the solicitor's office, and Nathan Rubinstein, exemption branch of the Wage and Hour Division.

## Industrial Injuries

Injuries experienced at work disabled approximately 65,000 employees of manufacturing plants during May with a resulting loss of 1,380,000 man-days of production, according to figures released by the Bureau of Labor Statistics.

The cumulative all-manufacturing injury-frequency rate for the first five months of 1944 was 19.2 as compared with 20.4 for the same period of 1943. While some improvement is noted it is insufficient if the goal of 1,000,000 fewer accidents in 1944 is to be reached.

A reduction of the worker injury rate has occurred in 75 percent of the plants utilizing the safety services of the Labor Departments' National Committee for the Conservation of Manpower. This is definite proof that a sound safety program, effectively operated, can produce results.

chines, feeding material into such machines, but not including the placing of material on a moving chain or in a hopper or slide for automatic feeding. (2) The occupation of setting up, adjusting, repairing, oiling, or cleaning power-driven woodworking machines. (3) The occupations of off-bearing from circular saws and from guillotine-action veneer clippers. During the continuance of the present war and for six months after the termination, minors 16 and 17 may be employed in the occupations of operating, nailing, stapling, wire-stitching, fastening, or assembling

(Continued on page three)

## Cotton Goods Industry

The cotton goods industry was among the first to adjust its productive capacity to the requirements of national defense, and later to direct its production to meet the needs of an expanding war economy. Labor recruitment moved swiftly and third-shift operations were introduced where formerly it had been customary to run only two shifts. Mills converted from civilian yarns and fabrics to those demanded to fill war needs, where oftentimes their previous experience had been limited.

Yet before employment reached its peak in 1942, a number of industry analysts were pessimistic regarding the possibility of cotton mills maintaining the levels of production already attained. Wage earner employment has in fact dropped each month since December, 1942, except for a slight recovery from January to February, 1943. Employment estimates for the industry nationally show that there has been a net loss of 65,000 wage earners between December, 1942 and April, 1944.

The result was that cotton goods production in 1943 totaled only slightly better than ten billion yards, considerably less than the requirements for the year. It has been reported that inventories then existing were large enough to make up the deficit between production and requirements for that year. Forecasts of production for 1944, made early this year before the substantial decline in employment, indicated that output would be less than ten billion yards, notwithstanding the fact that production requirements by claimant agencies plus estimated civilian needs would be as great as in 1943. Increased demands for fine goods such as print cloths, poplins, denims, chambrays and other shirtings are up 50 percent or more above 1943 demands, and duck production requirements for the last half of 1944 are greater than ever. Consequently the potential overall shortage reflects serious deficits in particular types of cotton goods. It is universally recognized that the current production difficulties have stemmed primarily from problems of labor shortages and labor utilization.

The wartime manpower problems in the cotton goods industry have led to urgent need for statistical data. The Employment and Occupational Outlook Branch of the Bureau of Labor Statistics, U. S. Department of Labor, has made a study of the cotton goods industry to measure trends in employment, hours and earnings. In the national picture they found that in April, 1944 total employment in the cotton industry in the United States was 1.0 percent below that of April, 1943 and 12.2 percent below that of April, 1942. In North Carolina, employment in April, 1944 was

(Continued on page two)



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PREPARED BY DIVISION OF STATISTICS

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## Employment and Pay Rolls August, 1944

Both employment and total pay rolls in 1,765 North Carolina industrial establishments increased during August. The reporting firms employed 274,176 wage earners in August as compared with 273,010 in July, an increase of 0.4 percent. Pay rolls from these firms totaled \$7,880,735 per week in August as compared with \$7,682,884 in July, an increase of 2.6 percent. Man-hours rose to 11,481,453 in August as compared with 11,249,181 in July, an increase of 2.1 percent. The average hours worked per week by each employee were 41.9, an increase of 1.7 percent over the average of 41.2 in July. Average hourly earnings were 68.6 cents in August as compared with 68.3 cents in July, an increase of 0.4 percent. Average weekly earnings were \$28.74 in August, an increase of 2.1 percent over \$28.14 for July.

Average hourly earnings reported by the various industries were as follows: Manufacturing: Pulp mills, 90.5 cents; printing and publishing, 89.5 cents; machinery group, 84.1 cents; full-fashioned hosiery, 81.4 cents; tobacco products, 73.8 cents; iron and steel group, 72.9 cents; woolen mills, 67.9 cents; rayon goods, 65.2 cents; dyeing and finishing, 64.9 cents; cotton goods, 63.1 cents; fertilizer, 59.7 cents; seamless hosiery, 59.7 cents; furniture, mattresses and bedsprings, 59.3 cents; paper boxes, 58.0 cents; flat knit goods, 57.8 cents; food and kindred products, 57.3 cents; lumber, 55.6 cents; stemmeries and redrying plants, 53.6 cents; brick, tile, terra cotta, 53.2 cents; cottonseed oil, 51.9 cents.

Nonmanufacturing Industries: Wholesale, 83.4 cents; public utilities, 71.4 cents; mines and quarries, 56.5 cents; retail, 50.5 cents; laundries, dyeing and cleaning, 36.5 cents; hotels, 29.6 cents.

In the manufacturing group as a whole average hourly earnings were 69.4 cents, an increase of 0.4 percent; average hours worked were 41.8, an increase of 1.5 percent; and average weekly earnings were \$29.04, an increase of 2.1 percent.

In the nonmanufacturing group average hourly earnings were 53.5 cents, an increase of 1.1 percent; average hours worked were 42.6, an increase of 1.2 percent; and average weekly earnings were \$22.79, an increase of 2.2 percent.

### COTTON GOODS INDUSTRY

(Continued from page one)

10.5 percent below that of April, 1943 and 9.5 percent below that of April, 1942. The average work week for the United States dropped in April to 41.3 which is 1.2 percent below the average for April, 1943 and 0.7 percent above that of April, 1942. In North Carolina the average work week in April, 1944 was 40.7 which is 2.9 percent below that of April, 1943 and 0.5 percent below that of 1942. Average weekly earnings in the United States for April, 1944

## Employment and Payrolls for North Carolina

Prepared by Statistical Division

Due to the new arrangement between the North Carolina Department of Labor and the Bureau of Labor Statistics, we have been able to increase the coverage of the statistical sample for North Carolina Employment and Payroll.

Your cooperation in supplying current information each month is earnestly desired and will be much appreciated. If your name is not on our mailing list, we shall be glad to add it in order that we might receive your employment data.

## Employment and Payrolls in Principal Industries of North Carolina July, 1944 Compared with August, 1944

INDUSTRIES	No. Firms Reporting	EMPLOYMENT		PAY ROLLS		AVERAGE WEEKLY EARNINGS		AVERAGE HOURS PER WEEK PER MAN		AVERAGE HOURLY EARNINGS						
		Number	% Change Over Month	Amount	% Change Over Month	Amount	% Change Over Month	Amount	% Change Over Month	Amount	% Change Over Month					
Manufacturing Total .....	1,112	261,043	+	.6	\$7,581,440	+	2.7	\$29.04	+	2.1	41.8	+	1.5	69.4	+	.4
Brick, Tile, Terra Cotta .....	11	569	—	.5	12,945	+	1.4	22.75	+	1.9	42.7	+	.9	53.2	+	.9
Cotton Goods .....	305	110,623	—	1.0	2,913,789	—	2.2	26.34	—	1.2	41.8	—	.9	63.1	—	.2
Cottonseed Oil .....	12	362	+	6.2	8,192	+	1.2	22.63	—	4.7	43.6	—	3.3	51.9	—	1.3
Dyeing and Finishing .....	18	4,462	—	1.5	120,217	+	3.2	26.94	+	4.8	41.5	+	4.0	64.9	+	.6
Fertilizer .....	45	1,213	—	1.9	29,777	—	10.1	24.55	—	8.3	41.1	—	5.7	59.7	—	2.6
Food and Kindred Products .....	69	2,964	—	5.2	74,852	—	8.9	25.25	—	3.9	44.1	—	3.3	57.3	—	.5
*Furn., Bedsprings & Mattresses .....	87	13,537	—	1.1	330,337	+	4.9	24.40	+	6.1	41.1	+	5.4	59.3	+	.5
Hosiery, Full-fashion .....	61	12,887	—	.5	401,997	+	10.0	31.19	+	10.6	38.3	+	10.7	81.4	no chg	
Hosiery, Seamless .....	123	15,987	—	.5	344,655	+	7.6	21.56	+	8.2	36.1	+	7.4	59.7	+	.5
Iron and Steel Group .....	17	10,114	X		320,292	—	2.9	31.67	—	3.0	43.4	—	2.9	72.9	—	.1
Knit Goods, Flat .....	10	4,823	—	3.5	111,087	—	1.6	23.03	+	1.9	39.9	+	1.5	57.8	+	.5
Lumber, including planing mills .....	66	4,605	—	1.7	116,026	—	3.2	25.20	—	1.6	45.3	—	1.9	55.6	—	.4
Machinery Group .....	51	2,512	+	1.7	95,747	+	1.8	38.12	+	.2	45.3	—	.9	84.1	+	1.1
Paper Boxes (corrugated, folded, set up) .....	18	1,032	—	2.4	23,900	—	.8	23.16	+	1.7	39.9	—	.5	58.0	+	2.1
Pulp Mills .....	5	4,221	+	2.3	173,526	+	7.4	41.11	+	5.0	45.4	—	.7	90.5	+	5.7
Printing and Publishing .....	27	671	+	4.8	24,585	+	3.9	36.64	—	.9	40.9	+	1.2	89.5	—	2.1
Rayon Goods .....	22	7,845	—	5.8	215,218	+	3.0	27.43	+	9.4	42.1	+	8.8	65.2	+	.6
Stemmeries & Redrying Plants .....	23	11,902	+	60.4	265,066	+	52.8	22.27	—	4.7	41.6	+	4.5	53.6	—	8.7
Tobacco Products .....	8	13,001	—	2.5	393,682	—	1.5	30.28	+	1.0	41.0	no chg		73.8	+	1.0
Woolen Mills .....	8	4,105	—	2.1	117,691	+	.7	28.67	—	2.9	42.2	+	5.5	67.9	—	2.6
Other Industries .....	126	33,608	—	1.1	1,487,859	+	7.4	44.27	+	8.6	45.3	+	5.3	97.7	+	3.1
Nonmanufacturing Total .....	653	13,133	—	2.2	\$ 299,295	X		\$22.79	+	2.2	42.6	+	1.2	53.5	+	1.1
Retail .....	365	6,424	—	1.9	124,829	—	2.1	19.43	—	2.2	38.5	—	.3	50.5	—	.4
Wholesale .....	168	2,072	—	.8	77,238	+	.6	37.28	+	1.4	44.7	no chg		83.4	+	1.5
Laundries, Dyeing and Cleaning .....	37	1,811	—	3.7	31,855	—	3.5	17.59	+	.2	48.2	—	.2	36.5	no chg	
Mines and Quarries .....	30	789	+	4.5	19,704	+	13.0	24.97	+	8.0	44.2	+	9.7	56.5	—	1.4
Public Utilities .....	31	835	+	1.5	28,766	+	7.0	34.45	+	5.5	48.3	+	6.4	71.4	—	.7
Hotels .....	22	1,202	—	9.8	16,903	—	5.1	14.06	+	5.2	47.5	+	1.5	29.6	+	3.5
Total, All Manufacturing and Nonmanufacturing .....	1,765	274,176	+	.4	\$7,880,735	+	2.6	\$28.74	+	2.1	41.9	+	1.7	68.6	+	.4

X Less than 0.1%. \*Bedsprings and mattresses included for first time in Furniture Group.

were 3.9 percent above the earnings for April, 1943 and 22.3 percent above those of April, 1942. In North Carolina average weekly earnings for April, 1944 were 4.5 percent above the average for April, 1943 and 23.2 percent above those for April, 1942. Average hourly earnings in the United States for April were 6.0 percent above the earnings for April, 1943 and 21.2 percent above those of April, 1942. In North Carolina average hourly earnings for April were 7.6 percent above those of April, 1943 and 23.6 percent above those for April, 1942.

The study further points out that the Northern areas reflected more than half of the loss in employment which has taken place in the cotton goods industry since January, 1942. The conditions imposed by war activity in other industries and the resultant tight labor markets did not have an effect so early in the South as in the North. Man-hours and the related average weekly hours indicate that mills in the Northern areas have substantially increased their weekly hours per worker and thereby offset in part the effect of losses in employment upon total man-hours. In the Southern areas the gain in average weekly hours from 40.1 to 41.5 more than compensated for the wage earners lost in that period. However, by April, 1944, when average weekly hours in the South were down to 40.9, man-hours were 7.9 percent below those for 1943. Although the man-hours figure is some reflection of the decline in hours, it is more notably the effect of the substantial losses in employment.

## Women Wage Earners In Manufacturing

Women wage earners in manufacturing industries remains at 44.0 percent for August. The survey covers 1,081 manufacturing firms employing 246,922 workers, with 108,648 of these workers being women.

In the coastal area 173 firms reported employment of 34,546, with 9,315, or 27.0 percent, women. In July this area reported 26.6 percent of the workers were women.

The piedmont area, including 769 firms, reported employing 183,613 wage earners, of which 87,946, or 47.9 percent, were women. This 47.9 percent is a decrease from July when women workers were 48.0 percent.

In the mountain area, 139 establishments reported employment of 28,736 with 11,387, or 39.6 percent, women. In July this area reported 40.3 percent women.

Percentage of women wage earners was highest in the following types of manufacturing: Seamless hosiery, 72.8 percent; flat knit goods, 72.6 percent; stemmeries and redrying plants, 72.5 percent; iron and steel group, 65.7 percent; full-fashioned hosiery, 64.5 percent; paper boxes, 60.9 percent; rayon goods, 50.0 percent; tobacco products, 47.7 percent; cotton goods, 45.3 percent; woolen mills, 43.4 percent; dyeing and finishing, 35.1 percent; food and kindred products, 30.0 percent; and furniture, mattresses and bedsprings, 20.0 percent.



# Division of Standards and Inspections

## State Inspections

A total of 893 manufacturing, mercantile and service establishments employing 12,944 workers were inspected under the provisions of the North Carolina Labor Laws and Rules and Regulations during the month of August by the inspectors of the Division of Standards and Inspections.

The inspectors reported a total of 3,221 violations of the labor laws, including recommendations concerning rules and regulations of safety, health, record keeping and other provisions of the law. Immediate compliance was secured in 2,363 cases. A thousand six hundred and seventy-four of these were child labor violations and immediate compliance was secured in 1,107 cases.

The violations were as follows:

Hour Law .....	82
Child Labor .....	1,674
Time Records .....	68
Drinking Facilities .....	36
Sanitation .....	228
Seats .....	15
Safety Code Violations .....	705
Miscellaneous .....	413

There were two prosecutions during the month due to violations of the child labor law.

After pleading guilty on three counts a bakery was fined \$33.15, including court costs; a newsstand, beer parlor and shoe-shine stand was found guilty, given a two-year suspended sentence and fined \$22.85, including court costs.

## Wage-Hour and Public Contracts Inspections

A total of 109 inspection cases were closed in North Carolina under the Fair Labor Standards Act and the Public Contracts Act during August and unpaid back wages amounting to \$10,602.59 were secured for 506 employees.

Analysis of the inspections showed that of 106 firms covered by the wage-hour law, 36 were in compliance and 68 were violating. There were minimum wage and overtime violations in 21 firms and violations of the record-keeping requirements in 47.

Safety and health inspections were made under the Public Contracts Act in 66 cases. Of this number 30 establishments were found to be operating in compliance with the State Code and 36 were found to be operating in violation of the State Code. Reports indicated that 109 establishments had corrected the violations found at the time of previous inspections.

In addition to the regular inspections made, 11 investigations were made in connection with a war assignment program with one of the Federal war agencies.

## CHILD LABOR VIOLATIONS

(Continued from page one)

machines used in the manufacture of veneer fruit and vegetable baskets, hampers, or crates.

### STATE CHILD LABOR LAW

**Bakeries:** According to the provisions of the State law, minors under 16 may not be employed in a bakery. Minors 14 and 15 may be employed during vacation and outside school hours in the office or outside the plant, provided the hours are in accordance with the law.

**Laundries:** Under the State law, minors 14 and 15 may not be employed in laundries where power-driven laundry or dry-cleaning machinery is operated. Therefore,

## Nonagricultural Employment

The total number of employees in non-agricultural establishments in the United States increased 0.4 percent in June, rising from 38,672,000 in May to 38,824,000 in June, but decreased 2.6 percent between June, 1943 and June, 1944, according to estimates prepared by the United States Department of Labor, Bureau of Labor Statistics.

For North Carolina these same estimates indicate a decrease in employment from 699,000 in May to 696,000 in June, or 0.4 percent. Between June, 1943 and June, 1944 employment decreased 28,000, or 3.9 percent.

Manufacturing employment in North Carolina showed no change between May and June, but dropped from 387,000 in June, 1943 to 366,000 in June, 1944, or 5.4 percent.

Total employment (to the nearest thousand) is estimated for North Carolina as follows:

<b>TOTAL NONAGRICULTURAL:</b>	
June, 1944 .....	696,000
May, 1944 .....	699,000
June, 1943 .....	724,000
<b>MANUFACTURING:</b>	
June, 1944 .....	366,000
May, 1944 .....	366,000
June, 1943 .....	387,000

## Veteran's Service Division August, 1944

A total of \$34,928.29 in pensions, compensation and other benefits was secured for veterans and their families during August by the Veterans' Service Division of the Department of Labor.

The Division handled a total of 888 cases during the month, conducted 311 personal interviews, secured hospitalization for 19 veterans and obtained pensions for 26 others.

The Veterans' Division has offices now in Fayetteville, Asheville, Charlotte and Greenville. Any of these offices are ready to assist all veterans in securing hospitalization, compensation and pensions, and to aid widows and orphans of veterans in establishing any claims they may have under Federal laws.

minors under 16 may not work inside the laundry plant. They may be employed during vacation and outside school hours in the office or outside the plant, provided the hours conform with the State law.

**Hours for Minors 16 and 17:** Minors 16 and 17 may be employed 48 hours per week, nine hours per day, six consecutive days per week, not before six a.m. or after 12 midnight for boys and 10 p.m. for girls (prior to the war emergency proclamations the hour was nine p.m. for girls).

**Part-time Employment for Minors 14 and 15:** The State law provides that minors 14 and 15 may be employed during vacation or outside school hours in mercantile and certain service establishments. Minors 14 and 15 may work 40 hours per week, eight hours per day, six consecutive days per week, not before seven a.m. or after nine p.m. (prior to the war emergency proclamation this hour was six p.m.). During the school term the hours of work and the hours of school must not exceed eight per day.

## MONTHLY REPORT Veterans' Service Division

FRANK M. SASSER, Service Officer

AUGUST, 1944

Letters Written .....	762
Folders Reviewed .....	358
Examinations Secured .....	9
Hospitalizations .....	19
Personal Interviews .....	311
Appearances Before Rating Board .....	211
New Cases .....	300
Old Cases .....	588
Total Cases .....	888
Pensions .....	26
Compensations .....	1
Field Trips Regarding Cases .....	76
Increased Benefits .....	\$ 1,033.00
Back Benefits .....	\$ 3,895.29
Insurance Benefits .....	\$30,000.00
Total Benefits .....	\$34,928.29

## August Child Labor Report

Employment of minors under 18 years of age in North Carolina decreased in August. A total of 5,136 certificates were issued in August compared with 5,853 in July and 4,439 in August, 1943. Although an increase is noted in the number of certificates issued between August, 1944 and August, 1943 it should be noted that the number of first regular certificates issued decreased from 2,167 in August, 1943 to 1,928 in August, 1944.

Of the 5,136 certificates issued in August, 3,595, or 70 percent, were issued to boys and 1,541, or 30 percent, to girls.

Minors 16 and 17 years of age received 3,937 certificates in August, 2,768 of these going to boys and 1,169 to girls. Employment of these minors was distributed among industry as follows: Manufacturing, 2,342; nonmanufacturing, 1,485; construction, 110.

Certificates were issued to 1,199 minors under 16 years of age in August: 827 to boys and 372 to girls.

Examination of the 1,928 first regular certificates issued to minors 16 and 17 years of age indicates that 587, or 30 percent, had completed the sixth grade or less; 301, or 16 percent, had completed the seventh grade; 252, or 13 percent, had completed the eighth grade; 671, or 35 percent, had completed the ninth, tenth or eleventh grade, and 117, or 6 percent, had completed grade twelve or higher.

Child labor certificates of all types numbering 42,849 have been issued in North Carolina during the current calendar year and 128,631 since the beginning of the war.

**Employment of Boys 12 and 13:** The only employment permitted under the State law for minors 12 and 13 is for boys only to sell or deliver newspapers, magazines or periodicals outside school hours, where not more than 75 customers are served in one day, for not more than 10 hours in any one week and not before six a.m. or after seven p.m.

**Domestic or Farm Work:** Minors may be employed without a certificate in domestic or farm work, provided the work is performed under the direction or authority of the minor's parent or guardian.



# AUGUST BUILDING PERMITS

Prepared by Statistical Division

## Durham Leads in Building Construction

More than 731 thousand dollars worth of building construction was authorized in North Carolina cities during August, 14 percent less than in July when 846 thousand dollars worth was authorized. An increase of approximately 173 percent is noted over August, 1943 when 269 thousand dollars worth of construction was authorized.

During August 423 permits were issued compared with 462 in July and 474 in August, 1943.

Of the total authorized construction in August, \$26,525 is new residential construction; \$444,442 is new nonresidential construction, and \$260,208 is for additions, alterations and repairs.

Durham led the cities with authorized construction valued at \$227,489; Winston-Salem was second with \$171,672, and Charlotte was third with \$75,601.

## Labor Turnover—July, 1944

For every 1,000 workers on factory pay rolls in July, 65 either changed jobs or left manufacturing work. The rate of accessions was 62 per 1,000, considerably below the June rate of 76 but approximately on a level with May, according to the latest figures released by the United States Department of Labor.

For every 1,000 manufacturing employees, 49 quit their jobs, 7 were discharged, 5 were laid off and 4 left to enter the armed services.

In all major manufacturing groups, the rate of hiring for July was below that of June. In each case, the hiring rate in June was the highest for the year, reflecting the influx of teachers and students into the labor market.

## Type of August Building Construction in 26 Reporting Cities

Type of Building	No.	Cost	Buildings for Which Permits Were Issued
<b>RESIDENTIAL BUILDINGS:</b>			
One-family dwellings.....	24	\$ 25,025	
Two-family dwellings.....	1	1,500	
<b>TOTAL.....</b>	<b>25</b>	<b>\$ 26,525</b>	
<b>NONRESIDENTIAL BUILDINGS:</b>			
Churches.....	4	\$ 7,700	
Factories, bakeries, ice plants, laundries, and other workshops.....	8	154,800	
Garages, public.....	1	600	
Garages, private (when separate from dwelling).....	18	4,108	
Gasoline and service stations.....	1	20,000	
Institutions (include hospitals, asylums, etc).....	1	147,609	
Office buildings, including banks.....	3	12,300	
Public works and utilities.....	1	2,000	
Schools.....	4	69,000	
Sheds, poultry houses, contractors' temporary offices, etc.....	7	1,050	
Stables and Barns.....	1	75	
Stores and other mercantile buildings	16	19,800	
All other nonresidential.....	2	5,400	
<b>TOTAL.....</b>	<b>67</b>	<b>\$444,442</b>	
<b>ADDITIONS, ALTERATIONS AND REPAIRS:</b>			
Housekeeping dwellings.....	239	\$ 57,179	
Nonhousekeeping dwellings.....	4	14,296	
On nonresidential buildings.....	88	188,733	
<b>TOTAL.....</b>	<b>331</b>	<b>\$260,208</b>	

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES, AUGUST, 1943, AND AUGUST, 1944

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	Aug., 1943	Aug., 1944	Percentage Change	Aug., 1943	Aug., 1944	Percentage Change
Total.....	474	423	-10.8	\$268,745	\$731,175	+172.6
Residential buildings.....	15	25	+66.7	12,390	26,525	+114.1
Nonresidential buildings.....	43	67	+55.8	87,562	444,442	+407.6
Additions, alterations and repairs.....	415	331	-20.2	168,793	260,208	+54.2

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES JULY, 1944, AND AUGUST, 1944

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	July, 1944	Aug., 1944	Percentage Change	July, 1944	Aug., 1944	Percentage Change
Total.....	462	423	-8.4	\$846,916	\$731,175	-13.7
Residential buildings.....	30	25	-16.7	127,914	26,525	-79.3
Nonresidential buildings.....	72	67	-6.9	539,489	444,442	-17.6
Additions, alterations and repairs.....	360	331	-8.1	179,513	260,208	+45.0

## SUMMARY OF AUGUST, 1944, BUILDING CONSTRUCTION WORK IN 26 PRINCIPAL CITIES OF NORTH CAROLINA

Total of August, 1943, Included for Comparison

CITY	No. OF BUILDINGS	PRIVATE CONSTRUCTION	NEW RESIDENTIAL BUILDINGS				NEW NONRESIDENTIAL BUILDINGS		ADDITIONS, ALTERATIONS AND REPAIRS		ESTIMATED COST OF ALL CONSTRUCTION WORK	
			ESTIMATED COST		No. FAMILIES		Aug., 1943	Aug., 1944	Aug., 1943	Aug., 1944	Aug., 1943	Aug., 1944
			Aug., 1943	Aug., 1944	Aug., 1943	Aug., 1944						
Total.....	25	\$26,525	\$12,390	\$26,525	17	26	\$87,562	\$444,442	\$168,793	\$260,208	\$268,745	\$731,175
Asheville.....	5	1,350	250	1,350	1	5	502	500	14,944	12,415	15,696	14,265
Burlington.....									700		700	
Charlotte.....	1	1,000		1,000		1	50,000	52,600	12,303	22,001	62,303	75,601
Concord.....	1	200		200		1		10,150	1,249	800	1,249	11,150
Durham.....			800		1		8,000	221,109	14,910	6,380	23,710	227,489
Elizabeth City.....			190		1		600	21,000	50	725	840	21,725
Fayetteville.....			1,000		5		150		3,913		5,063	
Gastonia.....	1	2,800		2,800		1		8,000	4,500	600	4,500	11,400
Greensboro.....	4	1,950	4,000	1,950	2	4	6,400	1,250	800	8,250	11,200	11,450
Greenville.....	1	700		700		1	285	1,600	15,660	63,933	15,945	66,233
Hickory.....			3,250		4		2,150		20		5,420	
High Point.....	1	375		375	1	1	200	5,000	1,150	525	1,350	5,525
Kinston.....	5	8,200		8,200		5	360	2,893	18,520	23,002	19,080	26,270
Lexington.....							10,000	950	640		10,640	9,150
New Bern.....							100		2,525	9,650	2,625	9,650
Raleigh.....								6,025	470	2,310	470	8,335
Reidsville.....							3,775	9,300	3,019	1,250	6,794	10,550
Rocky Mount.....									900		900	
Salisbury.....							100	200	450	950	550	1,150
Shelby.....							150		6,640		6,790	
Statesville.....	1	1,500		1,500		2			1,308	12,596	1,308	14,096
Thomasville.....	2	3,350		3,350		2	125	125	400		525	3,475
Wilmington.....			2,700				4,300	2,890	44,057	22,699	51,057	25,580
Wilson.....	2	2,600		2,600	2	2	175	500	505	3,300	680	6,400
Winston-Salem.....	1	2,500		2,500		1	190	100,350	19,160	68,822	19,350	171,672



# North Carolina Labor and Industry

Monthly Bulletin of the DEPARTMENT OF LABOR, FORREST H. SHUFORD, Commissioner

Vol. XI

RALEIGH, N. C., NOVEMBER, 1944

No. 11

## AN EXPLANATION OF THE PROPOSED AMENDMENTS TO THE CONSTITUTION OF NORTH CAROLINA

On November 7th the voters of North Carolina will determine the fate of five proposed amendments to the Constitution of North Carolina. Each of these amendments deserves the earnest consideration of each and every voter in the State. A recent pamphlet issued by Mr. Thad Eure, Secretary of State, furnishes such a clear and concise explanation of each of the amendments that we take the liberty of quoting same for the benefit of our readers who may not have received one of these pamphlets.

**AMENDMENT No. 1.** To make the commissioner of agriculture, the commissioner of labor and the commissioner of insurance constitutional officers and members of the council of state.

*At present the governor, lieutenant governor, secretary of state, auditor, treasurer, superintendent of public instruction and the attorney general are named in the constitution as constituting the executive department. The secretary of state, auditor, treasurer and superintendent of public instruction constitute, ex-officio, the council of state, to advise the governor in the execution of his office. If adopted, the officers named in the amendment would be added to the executive department and also to the council of state.*

**AMENDMENT No. 2.** To exempt notaries public from prohibition against double office holding.

*At present a notary public is an officer contemplated in constitutional prohibition against double office holding. If adopted, a notary public could hold any other office or place of trust under the authority of the state.*

**AMENDMENT No. 3.** To change the state board of education amendment.

*This would rewrite the amendment adopted at the last general election. The principal changes proposed are: The position of comptroller would be stricken out and the state superintendent of public instruction would be the administrative head of the public school system and secretary of the board; ten board members would be appointed by the governor subject to confirmation by the General Assembly, one from each of eight educational districts, and two members at large (the present method of selection is by congressional districts); and the following provision in the present constitution would be stricken out: "A majority of the members of said board shall be persons of training and experience in business and finance, who shall not be connected with the teaching profession or any educational administration of the state."*

**AMENDMENT No. 4.** To authorize the General Assembly to provide compensation for lieutenant governor.

*At present the compensation of the lieutenant governor is fixed in the constitution at \$700 for each session of the General Assembly. If adopted, the General Assembly could fix the compensation in its discretion.*

**AMENDMENT No. 5.** To abolish constitutional requirement of private examination of wife for sale of homestead.

*At present, in order to convey absolute title to real estate free of dower and homestead rights, the wife must be examined privately, separate and apart from her husband, and there must be a certificate to the effect that she signed the instrument voluntarily without fear or compulsion. If this amendment is adopted, such private examination of the wife would not be necessary in the conveyance of absolute title to real estate.*

### Occupational Wages

#### Power Laundries

Through the medium of this publication we have in recent months presented briefly the results of findings of the Regional Office of the Bureau of Labor Statistics relative to occupational wages in various industries. All previous studies presented have covered firms engaged in interstate commerce. This month we present a study of power laundries, one of the more important service industries engaged in intrastate commerce and accordingly not covered by the Federal Fair Labor Standards Act.

Examination of the full study discloses that power laundries in the Southeastern states conform to the following general characteristics: More than 71 percent of the workers earn less than 32 cents an hour; women constitute about 80 percent of the labor force; the work week is relatively uniform more than three fifths of the establishments inspected had regular working hours of 48, 50 or 54 per week, with an 8- or 9-hour day.

For North Carolina the study covered 84 laundries employing 3,006 workers. These workers had average hourly earnings of 29.6 cents an hour. Establishments were found that paid a plant average of only 13 cents to women employed as catchers (flatwork), feeders (flatwork) and shakers (flatwork). For these same occupations plants were found that paid as much as 34 cents an hour. On the other

hand, some establishments paid as much as \$1.11 an hour to dry cleaners and spot-terers, occupations held exclusively by men. Other establishments had plant averages of 63 cents an hour in these same occupations. Since these figures all represent plant averages it must not be assumed that 13 cents is the minimum wage in the industry nor that \$1.11 is the maximum, considerable variance from the plant average having been found.

Straight-time hourly earnings for selected occupations in 84 power laundries in North Carolina are shown by the table on page three.

### Representatives of Women's and Children's Divisions of Mexico and Brazil Visit N. C.

Senora Jandyrá Rodrigues of Brazil and Senora Carmen Vasquez Gomez de Molina of Mexico are spending two weeks, October 18-31, observing the administration of labor laws, of safety and health orders in the North Carolina Department of Labor. Senora Rodrigues is chief of the inspection division of women's and children's work in Sao Paulo, the most important industrial state in Brazil; and Senora Molina is a member of the inspection staff for women and children in Mexico. There are large textile mills in Sao Paulo and the textile industry is an important one in Mexico.

While here the visitors will study the organizational plan of the Department of Labor and the Inspection Division; personnel practices-selection, requirements, training and salaries; control of industrial home work and the mountain craft industries; child labor-inspection, health and safety regulations; inspection and enforcement procedures, including those under the Fair Labor Standards and Public Contracts agreements; handling of complaints and routine inspections. They will observe the different occupations at which women are employed in various industries and particularly in the textile industry.

Mrs. Rodrigues and Mrs. Molina have accepted an invitation to attend a Pan-American Council meeting at State College on Friday night, October 20. They will go to Greensboro on the 24th where they will accompany inspectors on inspection trips in various industrial establishments in that area.

The Department of Labor is honored to have these members of the labor divisions of Brazil and Mexico with us, and we hope that the visit will prove mutually beneficial.

From Raleigh the women will go to Milwaukee.

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## NORTH CAROLINA

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Commissioner of Labor

PREPARED BY DIVISION OF STATISTICS

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## Employment and Pay Rolls September, 1944

Employment in North Carolina industry showed a decrease of 0.5 percent in September compared with August. One thousand seven hundred and twelve firms reported employing 266,009 workers in September compared with 267,396 in August.

Pay rolls, according to reports from these same firms, totaled \$7,769,957 in September and \$7,698,926 in August, an increase of 0.9 percent. Man-hours worked in September amounted to 11,200,317 compared with 11,217,062 in August, a decrease of 0.1 percent.

The average employee worked 42.1 hours per week in September compared with 41.9 hours in August; earned 69.4 cents an hour in September compared with 68.6 cents an hour in August; earned \$29.21 per week in September as compared with \$28.79 in August.

The greatest decreases in employment were noted in paper boxes and lumber. Decreases were noted in 15 of the 21 industry segments comprising the manufacturing group. The largest increases are found in cottonseed oil and tobacco stemmeries and redrying plants, both of which are of a seasonal nature.

Average hourly earnings reported by the various industries were as follows:

Manufacturing: Printing and publishing, 89.5 cents; pulp mills, 88.2 cents; machinery group, 86.6 cents; full-fashioned hosiery, 82.3 cents; tobacco products, 74.3 cents; iron and steel group, 72.8 cents; woolen mills, 67.9 cents; dyeing and finishing, 67.0 cents; rayon goods, 65.3 cents; cotton goods, 64.1 cents; seamless hosiery, 60.8 cents; paper boxes, 59.9 cents; furniture, bedsprings and mattresses, 59.7 cents; fertilizer, 58.8 cents; food and kindred products, 58.3 cents; knit goods, 58.1 cents; lumber, 56.1 cents; brick, tile, terra cotta, 53.8 cents; stemmeries and redrying plants, 53.3 cents; cottonseed oil, 51.8 cents.

Nonmanufacturing Industries: Wholesale, 84.4 cents; public utilities, 73.7 cents; mines and quarries, 55.5 cents; retail, 46.9 cents; laundries, dyeing and cleaning, 37.2 cents; hotels, 30.4.

In the manufacturing industries average hourly earnings amounted to 70.2 cents; average hours worked per week were 42.1; and average weekly earnings were \$29.57. In the nonmanufacturing group average hourly earnings were 52.4 cents; average hours worked per week were 41.9; and average weekly earnings were \$21.96.

## Number of Women Wage Earners in Manufacturing

The percentage of women wage earners in North Carolina manufacturing industries increased slightly between August and September, rising from 44.0 percent

## Employment and Payrolls for North Carolina

Prepared by Statistical Division

Due to the new arrangement between the North Carolina Department of Labor and the Bureau of Labor Statistics, we have been able to increase the coverage of the statistical sample for North Carolina Employment and Payroll.

Your cooperation in supplying current information each month is earnestly desired and will be much appreciated. If your name is not on our mailing list, we shall be glad to add it in order that we might receive your employment data.

## Employment and Payrolls in Principal Industries of North Carolina August, 1944 Compared with September, 1944

INDUSTRIES	No. Firms Reporting	EMPLOYMENT		PAY ROLLS		AVERAGE WEEKLY EARNINGS		AVERAGE HOURS PER WEEK PER MAN		AVERAGE HOURLY EARNINGS	
		Number	% Change Over Month	Amount	% Change Over Month	Amount	% Change Over Month	Amount	% Change Over Month	Amount	% Change Over Month
Manufacturing Total .....	1,083	253,293	-.7	\$7,490,694	+.9	\$29.57	+1.6	42.1	+.5	70.2	+1.2
Brick, tile, terra cotta .....	12	551	-3.2	12,530	-5.4	22.74	-2.3	42.3	-3.2	53.8	+.9
Cotton goods .....	299	106,303	-.9	2,861,480	+1.0	26.92	+1.9	42.0	+.2	64.1	+1.6
Cottonseed oil .....	12	561	+55.0	14,996	+83.0	26.73	+18.1	51.6	+18.3	51.8	+.2
Dyeing and finishing .....	18	4,597	X	128,084	+2.7	27.86	+2.7	41.6	+.2	67.0	+2.9
Fertilizer .....	42	1,112	+6.0	27,897	+7.2	25.09	+1.1	42.7	+4.4	58.8	-3.0
Food and kindred products .....	65	2,502	-3.8	67,048	-1.3	26.80	+2.6	46.0	+1.5	58.3	+1.0
Furn., bedsprings & mattresses .....	81	12,381	-.6	295,965	-2.7	23.90	-2.2	40.1	+.2	59.7	+.8
Hosiery, full-fashioned .....	59	13,004	-.7	405,010	-.3	31.15	+4.3	37.9	-1.0	82.3	+1.7
Hosiery, seamless .....	123	15,259	-.8	331,706	+.4	21.74	+1.1	35.8	-1.1	60.8	+2.2
Iron and steel group .....	18	9,776	-4.8	320,038	-1.7	32.74	+3.2	45.0	+2.7	72.8	+.7
Knit goods .....	10	4,772	-1.1	111,111	X	23.28	+1.1	40.1	+.5	58.1	+.5
Lumber (including planing mills) .....	62	4,276	-5.0	106,024	-7.2	24.80	-2.4	44.2	-3.1	56.1	+.7
Machinery group .....	49	2,268	-3.0	89,369	-.9	39.40	+2.1	45.5	+7.8	66.6	+1.4
Paper boxes .....	17	867	-6.6	21,004	-2.3	24.23	+4.6	40.5	+1.8	59.9	+2.9
Pulp mills .....	5	4,141	-1.9	164,900	-5.0	39.82	-3.1	45.2	-.4	88.2	-2.5
Printing and publishing .....	27	678	-1.0	24,830	+1.0	36.62	X	40.9	no ch.	89.5	no ch.
Rayon goods .....	20	7,510	-.3	209,364	+1.6	27.88	+2.0	42.7	+1.4	65.3	+.5
Stemmeries and redrying plants .....	23	13,767	+13.0	334,948	+24.1	24.33	+9.9	45.6	+9.9	53.3	no ch.
Tobacco products .....	8	12,967	-.3	408,879	+3.9	31.53	+4.1	42.5	+3.7	74.3	+.7
Woolen mills .....	8	4,127	+.5	119,867	+1.8	29.04	+1.3	42.8	+1.4	67.9	no ch.
Other industries .....	125	31,874	-3.5	1,435,644	-1.6	45.04	+2.0	44.4	-1.8	101.5	+3.9
Nonmanufacturing Total .....	629	12,716	+2.6	\$ 279,263	+1.0	\$21.96	-1.5	41.9	-1.9	52.4	+.4
Retail .....	351	6,338	+8.3	112,199	+4.9	17.70	-3.1	37.7	-1.6	46.9	-1.7
Wholesale .....	163	1,964	-1.2	74,584	-.7	37.98	+1.9	45.0	+4.8	44.4	+1.6
Laundries, dyeing and cleaning .....	36	1,745	-4.2	32,335	+1.2	18.53	+5.6	49.8	+3.1	37.2	+2.5
Mines and quarries .....	28	745	-1.6	17,571	-7.5	23.59	-6.0	42.5	-3.8	55.5	-2.3
Public utilities .....	31	893	-.2	27,305	-5.1	32.78	-4.8	44.5	-7.9	73.7	+3.2
Hotels .....	20	1,091	-4.8	15,269	-3.6	14.00	+1.2	46.0	-3.6	30.4	+4.8
Total all manufacturing and nonmanufacturing .....	1,712	266,009	-.5	\$7,769,957	+.9	\$29.21	+1.5	42.1	+.5	69.4	+1.2

X Less than .1%.

to 44.5 percent. The survey made by the Division of Statistics covered 1,031 manufacturing establishments employing 228,234 wage earners—101,476 of these being women.

One hundred and sixty-five establishments located in the eastern coastal area employed 33,803 wage earners, 8,523, or 25.2 percent, of these being women. This represents a decrease of 1.8 percent from August.

Seven hundred and thirty-five establishments in the piedmont area reported employing 169,986 wage earners, of whom 82,857, or 48.7 percent, were women. In August this same area reported 47.9 percent women workers.

In the mountain section 131 firms reported employing 24,445 wage earners, 10,096, or 41.3 percent, being women. Women comprised only 39.6 percent of the wage earners in this area in August.

The percentage of women workers was highest in the following manufacturing industries: Seamless hosiery, 73.6 percent; flat knit goods, 72.8 percent; stemmeries and redrying plants, 69.9 percent; full-fashioned hosiery, 65.2 percent; iron and steel group, 63.8 percent; paper boxes, 57.1 percent; rayon goods, 50.3 percent; tobacco products, 48.4 percent; cotton goods, 45.4 percent; woolen mills, 44.2 percent; dyeing and finishing, 35.6 percent; food and kindred products, 27.0 percent; furniture, bedsprings and mattresses, 21.2 percent.

## Child Labor Report, Sept., 1944

A total of 5,294 certificates were issued during September for the employment of minors in North Carolina. This number shows a very slight increase over the August figure which was 5,136. Of the total certificates issued in September 3,263 were issued to boys and 2,031 to girls.

Minors 16 and 17 years of age received 4,107 permits. Of this number 2,438 were issued for minors entering full-time employment for the first time—1,580 boys and 858 girls. Manufacturing industries employed 1,479 of these minors, 1,019 of the number being boys and 460 girls. Construction industries employed 114 and 845 received certificates for employment in nonmanufacturing industries.

Minors 14 and 15 years of age received 1,169 permits for employment, 621 of these being boys and 548 girls. Eighteen boys 12 and 13 years of age were certified for employment as newsboys.

Of the 2,438 minors obtaining permits for full-time employment for the first time, 114 had completed grade twelve or higher, 839 grade nine, ten or eleven, 325 grade eight, 367 grade seven and 793 grade six or lower.



# Division of Standards and Inspections

## State Inspections

During the month of September, 1944, a total of 941 manufacturing, mercantile and service establishments employing a total of 48,989 workers were inspected under the provisions of the North Carolina labor laws and rules and regulations by the inspectors of the Division of Standards and Inspections.

The inspections revealed a total of 2,396 violations of the labor laws, including recommendations concerning rules and regulations of safety, health, record keeping, and other provisions of the law. Immediate compliance was secured in 1,436 cases. Nine hundred and seventy of these were child labor violations and immediate compliance was secured in 700 cases.

The violations were as follows:

Hour law .....	62
Child labor .....	970
Time records .....	53
Drinking facilities .....	28
Sanitation .....	192
Seats .....	10
Safety code violations .....	629
Miscellaneous .....	452

There was one prosecution during the month. A candy manufacturing establishment was prosecuted for working minors excessive hours; working minors without employment certificates, and working 14- and 15-year-old girls in a manufacturing establishment. The defendant demanded a jury trial and the verdict was "not guilty."

## Wage-Hour and Public Contracts Inspections

A total of 96 inspection cases were closed in North Carolina under the Fair Labor Standards Act and the Public Contracts Act during September, and unpaid back wages amounting to \$20,528.95 were secured for 1,295 employees. The back wages paid by 37 establishments were to correct violation of the wage and hour provisions of the Wage and Hour Law and Public Contracts Act.

An analysis of the inspections showed that of 93 firms covered by the provisions of the law, 27 were in compliance and 66 were violating. There were minimum wage and overtime violations in 41 firms and violations of the record keeping requirements only in 15 firms.

A total of 31 safety and health inspections were made under the Public Contracts Act. Compliance was reported on 13 firms which had been found in violation at the time of the former inspection.

In addition to the regular inspections made, seven investigations were made in connection with a war assignment program with one of the Federal war agencies.

## Nonagricultural Employment

The total number of employees in non-agricultural establishments in the United States decreased 0.3 percent in July, dropping from 38,846,000 in June to 38,730,000 in July and decreased 3.0 percent between July, 1943 and July, 1944, according to estimates made by the United States Department of Labor, Bureau of Labor Statistics.

For North Carolina these same estimates indicate a decrease in employment from 696,000 in June to 693,000 in July, or 0.4 percent. Between July, 1943 and July, 1944 employment decreased 28,000, or 3.9 percent.

Manufacturing employment in North Carolina dropped 2,000, or 0.5 percent, over the month and 22,000, or 5.7 percent, from July, 1943.

Total employment (to the nearest thousand) is estimated for North Carolina as follows:

### TOTAL NONAGRICULTURAL:

July, 1944 .....	693,000
June, 1944 .....	696,000
July, 1943 .....	721,000

### MANUFACTURING:

July, 1944 .....	364,000
June, 1944 .....	366,000
July, 1943 .....	386,000

## MONTHLY REPORT Veterans' Service Division

FRANK M. SASSER, Service Officer

SEPTEMBER, 1944

Letters written .....	821
Folders reviewed .....	402
Examinations secured .....	8
Hospitalizations .....	25
Personal interviews .....	261
Appearances before Rating Board .....	292
New cases .....	209
Old cases .....	656
Total cases .....	865
Pensions .....	45
Compensations .....	2
Field trips regarding cases .....	11
Increased benefits .....	\$ 2,210.45
Back benefits .....	\$ 3,558.15
Insurance benefits .....	\$35,000.00
Total benefits .....	\$40,768.60

## Veterans' Service Division Report, Sept., 1944

More than \$40,768 in pensions, compensation and other benefits was secured for war veterans and their families during September by the Veterans' Service Division of the Department of Labor.

This figure shows an increase of \$5,840 over the amount secured in August. Total benefits secured for veterans during the current calendar year now amount to \$312,163.

The Division handled a total of 865 cases during the month, of which 209 were new cases; held 261 personal interviews; secured hospitalization for 25 veterans, and obtained pensions for 45 others.

The offices of the Veterans Division, located in Fayetteville, Asheville, Charlotte and Greenville, are prepared to render every possible assistance to all veterans in connection with obtaining all benefits to which they may be entitled under Federal and State enactments.

## HOURLY EARNINGS FOR SELECTED OCCUPATIONS IN POWER LAUNDRIES

OCCUPATION AND SEX	GENERAL AVERAGE	LOWEST PLANT AVERAGE	HIGHEST PLANT AVERAGE
<i>Male</i>			
Dry cleaners .....	\$0.62	\$0.35	\$1.11
Engineers, stationary .....	.73	.37	1.03
Extractor operators .....	.36	.19	.58
Fireman .....	.40	.19	.74
Machine pressers, all-around .....	.39	.22	.63
Machine pressers, wool .....	.46	.20	.81
Markers .....	.55	.36	.72
Spotters, general .....	.65	.46	1.11
Spotters, rough .....	.39	.30	.50
Washers .....	.46	.28	1.00
<i>Female</i>			
Assemblers .....	.29	.18	.57
Bosom-press operators (shirt) .....	.25	.15	.43
Catchers (flatwork) .....	.22	.13	.34
Collar-and-cuff-press operators (shirt) .....	.24	.15	.42
Feeders (flatwork) .....	.21	.13	.30
Inspectors .....	.34	.25	.40
Machine pressers, all-around .....	.26	.17	.44
Machine pressers, wool .....	.23	.16	.60
Markers .....	.32	.16	.49
Shakers (flatwork) .....	.20	.13	.32
Silk finishers .....	.29	.19	.56
Spotters, general .....	.44	(1)	(1)
Spotters, rough .....	.31	(1)	(1)
Washers .....	.32	.20	.37

(1) Low and high plant averages not shown to avoid disclosure of identity of individual establishments.



# SEPTEMBER BUILDING PERMITS

Prepared by Statistical Division

## Lumberton Leads Towns

The 14 reporting towns with a population of less than 10,000 reported an estimated expenditure of \$31,744 on building construction during September. Of this sum \$1,800 was spent for residential building, \$21,300 for nonresidential building and \$8,644 for additions, alterations and repairs.

Lumberton led the towns, reporting an expenditure of \$15,000. Roanoke Rapids was second and Edenton was third.

The towns that reported were Asheboro, Belmont, Chapel Hill, Cherryville, Edenton, Forest City, Hamlet, Kings Mountain, Lenoir, Lincolnton, Lumberton, Roanoke Rapids, Southern Pines and Spindale.

## Winston-Salem Leads In Building Construction

Estimated cost of building instruction in the 26 largest North Carolina cities during September, 1944, was 223.8 percent above that of September, 1943, while the number of permits issued was 17.1 percent below that of the same period last year. Estimated cost of construction for September was 7.2 percent below that of August and the number of permits issued in September was 11.6 percent below that of August.

A total of 374 permits was issued for construction estimated to cost \$678,375. Of this amount \$7,975 was for residential building, \$429,365 for nonresidential building, and \$241,035 for additions, alterations and repairs.

Winston-Salem led the cities with authorized construction valued at \$196,148; Charlotte was second with \$115,634, and Raleigh was third with \$69,307.

## Type of Sept. Building Construction in 26 Reporting Cities

Type of Building	Buildings for Which Permits Were Issued	
	No.	Cost
<b>RESIDENTIAL BUILDINGS:</b>		
One-family dwellings.....	8	\$ 5,775
Two-family dwellings.....	2	2,200
<b>TOTAL.....</b>	<b>10</b>	<b>7,975</b>
<b>NONRESIDENTIAL BUILDINGS:</b>		
Churches (include parish halls and Sunday-school rooms).....	5	\$ 50,511
Factories, bakeries, ice plants, laundries and other workshops.....	7	176,880
Garages, public.....	2	13,000
Garages, private.....	18	7,135
Institutions.....	2	111,457
Sheds, poultry houses, contractors' temporary offices, etc. ....	3	950
Stables and barns.....	1	9,000
Stores and other mercantile buildings	15	60,175
All other nonresidential.....	2	257
<b>TOTAL.....</b>	<b>55</b>	<b>\$429,365</b>

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES SEPTEMBER, 1943 AND SEPTEMBER, 1944

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	Sept., 1943	Sept., 1944	Percentage Change	Sept., 1943	Sept., 1944	Percentage Change
Total.....	451	374	-17.1	\$209,503	\$678,375	+ 223.8
Residential buildings.....	14	10	-28.6	9,800	7,975	- 18.6
Nonresidential buildings.....	58	55	- 5.2	37,177	429,365	+1054.9
Additions, alterations and repairs...	379	309	-18.5	162,526	241,035	+ 48.3

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES AUGUST, 1944 AND SEPTEMBER, 1944

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	Aug., 1944	Sept., 1944	Percentage Change	Aug., 1944	Sept., 1944	Percentage Change
Total.....	423	374	-11.6	\$731,175	\$678,375	- 7.2
Residential buildings.....	25	10	-60.0	26,525	7,975	-69.9
Nonresidential buildings.....	67	55	-17.9	444,442	429,365	- 3.4
Additions, alterations and repairs...	331	309	- 6.6	260,208	241,035	- 7.4

## ADDITIONS, ALTERATIONS AND REPAIRS:

Housekeeping dwellings.....	170	\$ 49,333
Nonhousekeeping dwellings.....	63	8,700
On nonresidential buildings.....	76	183,002
<b>TOTAL.....</b>	<b>309</b>	<b>\$241,035</b>

## SUMMARY OF SEPTEMBER, 1944 BUILDING CONSTRUCTION WORK IN 26 PRINCIPAL CITIES OF NORTH CAROLINA Total of September, 1943, Included for Comparison

CITY	No. of BUILDINGS	PRIVATE CONSTRUCTION	NEW RESIDENTIAL BUILDINGS				NEW NONRESIDENTIAL BUILDINGS		ADDITIONS, ALTERATIONS AND REPAIRS		ESTIMATED COST OF ALL CONSTRUCTION WORK	
			ESTIMATED COST		No. FAMILIES							
			Sept., 1943	Sept., 1944	Sept., 1943	Sept., 1944	Sept., 1943	Sept., 1944	Sept., 1943	Sept., 1944	Sept., 1943	Sept., 1944
Total.....	10	\$7,975	\$9,800	\$7,975	14	12	\$37,177	\$429,365	\$162,526	\$241,035	\$209,503	\$678,375
Asheville.....	1	150		150		1	390	22,500	16,737	12,306	17,127	34,956
Burlington.....			300		1						300	
Charlotte.....							1,021	31,300	8,527	84,334	9,548	115,634
Concord.....	3	1,475		1,475		3			2,015	500	2,015	1,975
Durham.....								11,100	1,660	41,165	1,660	52,265
Elizabeth City.....			1,600		8		6,725	47,475		200	6,725	47,675
Fayetteville.....							747		9,135		11,482	
Gastonia.....	1	500		500	1				7,500	5,525	7,500	6,025
Greensboro.....	1	350	1,000	350	1		1,115	4,650	910	100	3,025	5,100
Greenville.....							714	4,800	15,406	13,575	16,120	18,375
Hickory.....								50				50
High Point.....							250		150	1,150	400	1,150
Kinston.....	2	2,200		2,200		4	14,815	340	27,140	22,723	41,955	23,063
Lexington.....							1,590	2,100	3,200		4,790	4,300
New Bern.....			3,000		1		200	8,200	725	845	925	9,045
Raleigh.....									1,000		400	
Reidsville.....							400	67,507	3,177	1,800	3,577	69,307
Rocky Mount.....			600		1			10,000	150		150	10,000
Salisbury.....	1	300		300	1		325	1,852	200	100	1,125	1,952
Shelby.....							375	9,200	1,945	15	2,350	9,515
Statesville.....									713		713	
Thomasville.....	1	3,000		3,000		1	200		475		675	3,000
Wilmington.....			3,300		2		6,600	19,680	42,466	29,085	52,366	48,765
Wilson.....								19,800		275		20,075
Winston-Salem.....							1,710	168,811	19,295	27,337	21,005	196,148



# North Carolina Labor and Industry

Monthly Bulletin of the DEPARTMENT OF LABOR, FORREST H. SHUFORD, Commissioner

Vol. XI

RALEIGH, N. C., DECEMBER, 1944

No. 12



## A Christmas Message = 1944

It is a season when war rages on earth and hatred exists among men. The age old comfortable phrases, the plea for mercy and justice, contain a rather hollow ring.

Whatever else war may be, it is a great unifier. In facing the common enemy, party lines and national ambitions disappear: rich man and poor man, interventionist and isolationist, capital and labor, are drawn together in an implacable will for victory. No selfish interest, no class or group antagonism, will stand in the way of total unity, total production, total victory.

On this fourth war Christmas many things encourage rejoicing. True, there is no way of measuring the time which may be required to clear the continents and the oceans of the enemy. No way of measuring the toil, the sacrifice, the personal loss that lie ahead. Yet, we may rejoice in this great land of ours, in its seemingly impossible accomplishments of the past three years. We can take pride that our belief in the "four freedoms," which we cherish so dearly, has been strengthened rather than weakened. We can rejoice in the assurance that the day of victory draws near.

We must, in the midst of this rejoicing, take care that we avoid complacency. Production must be increased despite a dwindling labor supply; financial support of the war effort must continue through increased bond purchases: above all good will among men must prevail in our nation.

When at last the way is clear for peace we shall have an opportunity greater than any nation has ever had, a chance to plan the future of the world. As the greater power, a tremendous responsibility will rest upon our nation. Our leaders can and will meet this challenge, provided they are led by Him whose birthday we now prepare to celebrate.

When victory has been achieved, when the leaders of the world gather around the peace table to remake the maps and to shape the lives of billions of people, let us hope that the highest seat in that august assembly will be occupied by the Prince of Peace. Let us hope that His simple but ultimately invincible philosophy will fill the minds and hearts of all the statesmen.



# NORTH CAROLINA Labor and Industry

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## Employment and Pay Rolls October, 1944

Total employment for October was 0.6 percent less than in September, with 1,805 firms reporting the employing of 271,150 wage earners. Pay rolls totaled \$7,868,232 during the week surveyed, a decrease of 1.7 percent below September pay rolls.

The average weekly wage in the industries sampled was \$29.02 for a work week of 41.9 hours. Weekly wages decreased 1.1 percent and the work week shortened by 0.5 percent. Hourly earnings went down to 69.2 cents, or 0.6 percent below last month.

Average hourly earnings in the manufacturing industries were 0.7 percent less in October than in September, the hourly wage paid, 69.8 cents. The nonmanufacturing industries showed an increase of 0.7 percent over September with an hourly wage averaging 56.8 cents.

Average hourly earnings for the various industries were as follows:

Manufacturing: Printing and publishing, 89.4; pulp and paper mills, 89.4; machinery group, 86.5; full-fashioned hosiery, 82.3; tobacco products, 75.0; iron and steel group, 73.5; woolen mills, 66.6; rayon goods, 66.0; dyeing and finishing, 65.9; cotton goods, 63.5; fertilizer, 59.3; seamless hosiery, 60.0; furniture, 60.2; stemmeries and redrying plants, 53.1; flat knit goods, 60.6; foods and kindred products, 57.1; paper boxes, 59.5; lumber, 57.1; cottonseed oil, 52.4; brick, tile and terra cotta, 54.6.

In the nonmanufacturing industries 659 reporting: wholesale, 85.7; public utilities, 71.9; mines and quarries, 54.8; retail, 56.0; laundries, dyeing and cleaning, 38.3; hotels, 30.3.

## Child Welfare and Labor

The question of closer cooperation between the State Department of Labor and the field representatives of the State Welfare Board were discussed at a recent meeting held in Raleigh, following the three-day session of the 1944 Southern National Conference of the Child League of America which closed November 16.

The Labor Department's concern with the violation of child labor rules and regulations on the part of an employer ties in with the Welfare Board's interest in the child. Working together would be of mutual advantage for both the labor and the welfare field workers.

During the three-day conference mentioned above, Dr. Rupert Vance of the University of North Carolina, in speaking of the postwar South, said, in respect to labor, "The great need of this region is the development to the fullest extent the human resources which can be attained by an industrial economy producing at top capacity. Unemployment and the dole are

## Employment and Payrolls for North Carolina

Prepared by Statistical Division

Due to the new arrangement between the North Carolina Department of Labor and the Bureau of Labor Statistics, we have been able to increase the coverage of the statistical sample for North Carolina Employment and Payroll.

Your cooperation in supplying current information each month is earnestly desired and will be much appreciated. If your name is not on our mailing list, we shall be glad to add it in order that we might receive your employment data.

## Employment and Payrolls in Principal Industries of North Carolina September, 1944 Compared with October, 1944

INDUSTRIES	No. Firms Reporting	EMPLOYMENT		PAY ROLLS		AVERAGE WEEKLY EARNINGS		AVERAGE HOURS PER WEEK PER MAN		AVERAGE HOURLY EARNINGS	
		Number	% Change Over Month	Amount	% Change Over Month	Amount	% Change Over Month	Amount	% Change Over Month	Amount	% Change Over Month
Manufacturing total.....	1,146	258,249	— .7	\$7,559,438	— 1.8	\$29.27	— 1.0	41.9	— .5	69.8	— .7
Brick, tile, terra cotta .....	11	513	— 1.0	12,241	+ 1.6	23.86	+ 2.5	43.7	+ 1.4	54.6	+ 1.3
Cotton goods .....	299	107,814	— .6	2,842,038	— 3.2	26.36	— 2.6	41.5	— 1.0	63.5	— 1.7
Cottonseed oil .....	12	635	+13.2	18,532	+23.6	29.18	+ 2.4	55.7	+ 7.9	52.4	+ 1.2
Dyeing and finishing .....	19	4,612	— .4	125,446	— 2.6	27.20	— 2.3	41.3	— .5	65.9	— 1.6
Fertilizer .....	42	1,181	+ 5.7	30,752	+ 9.8	26.04	+ 4.0	43.9	+ 3.8	59.3	+ .2
Food and kindred products .....	106	3,679	— .1	93,463	— .3	25.40	— .2	44.5	— .2	57.1	no ch.
Furn., bedsprings and mattresses..	84	12,774	+ .2	306,394	X	23.99	— .2	39.8	— .5	60.2	no ch.
Hosiery, full-fashioned .....	62	13,094	— 1.1	406,427	— 1.7	31.04	— .6	37.7	— .5	82.3	— .1
Hosiery, seamless .....	125	15,717	— 1.4	339,467	— 2.6	21.60	— 1.1	36.0	+ .6	60.0	— 1.6
Iron and steel group .....	18	9,469	— 3.2	312,244	— 2.5	32.98	+ .7	44.9	— .2	73.5	+ 1.0
Knit goods, flat .....	9	4,357	— 2.1	105,860	+ .1	24.30	+ 2.3	40.1	— 1.2	60.6	+ 3.4
Lumber (including planing mills) ..	65	4,042	— .1	106,214	+ 5.4	26.28	+ 5.6	46.0	+ 4.5	57.1	+ .9
Machinery group .....	50	2,252	— .9	88,460	— 1.1	39.28	— .2	45.4	— .2	86.5	— .1
Paper boxes .....	13	917	— 5.4	22,191	— 3.5	24.20	+ 2.0	40.7	+ 2.5	59.5	— .3
Pulp and paper mills .....	6	4,295	— 1.4	172,531	+ .4	40.17	+ 1.8	44.9	+ .7	89.4	+ 2.4
Printing and publishing .....	27	679	— .1	25,445	+ 2.5	37.47	+ 2.3	41.9	+ 2.4	89.4	— .1
Rayon goods .....	22	7,785	— .7	220,391	+ .6	28.31	+ 1.3	42.9	+ .7	66.0	+ .5
Stemmeries and redrying plants ..	26	15,442	+ 2.7	367,380	+ 1.1	23.79	— 1.5	44.8	— 2.6	53.1	+ 1.1
Tobacco products .....	8	13,212	+ 1.9	419,812	+ 2.7	31.78	+ .8	42.4	— .2	75.0	+ .9
Woolen mills .....	9	4,219	— 1.5	117,794	— 4.6	27.92	— 3.1	41.9	— 2.3	66.6	— .9
Other industries .....	128	31,561	— 3.1	1,426,356	— 2.6	45.19	+ .6	44.5	+ .2	101.5	+ .3
Nonmanufacturing total .....	659	12,901	+ 3.4	\$ 308,794	+ 2.0	\$23.94	— 1.4	42.2	+ 1.9	56.8	+ .7
Retail .....	369	6,513	+ 6.4	138,800	+ 5.1	21.31	— 1.3	38.1	— 3.8	56.0	+ 2.9
Wholesale .....	171	2,075	+ 3.5	77,160	— 1.4	37.19	— 4.8	43.4	— 2.5	85.7	— 2.4
Laundries, dyeing and cleaning....	38	1,757	— 1.2	33,163	— .4	18.87	+ .7	49.2	— .6	38.3	+ 1.1
Mines and quarries .....	29	746	— .4	17,792	+ .7	23.85	+ 1.1	43.5	+ 2.4	54.8	— 1.1
Public utilities .....	31	821	— 1.4	26,993	— 1.1	32.88	+ .3	45.7	+ 2.7	71.9	— 2.0
Hotels .....	21	989	— .4	14,886	+ 3.9	15.05	+ 4.3	49.7	+ 2.3	30.3	+ 2.4
Total all manufac. and nonmanuf.	1,805	271,150	— .6	\$7,868,232	— 1.7	\$29.02	— 1.1	41.9	— .5	69.2	— .6

X Less than .1%.

## October Child Labor Report

October figures on the employment of minors under the age of 18 totaled 5,103 with boys taking the lead by 2,994 over the 2,109 girls employed.

Minors of 16 and 17 years of age received 3,857 certificates, boys receiving 1,972 and girls, 1,039. Certificates issued to minors under 16 came to 1,218 with 545 for boys and 673 for girls. Twenty-eight boys of 12 and 13 years of age secured permits for working as newsboys. Employment is not allowed for girls under 14 years of age.

Industries employing minors of 16 and 17 years old on first regular certificates amounted to 3,011; construction hiring 62 boys and no girls; manufacturers, 1,493 boys and 602 girls, and nonmanufacturers, 417 boys and 437 girls.

Reissued regular certificates received by minors 16 and 17 years of age totaled 277; construction employing two of this number, manufacturing 171, and nonmanufacturing 104.

Vacation and part-time permits were issued to 569 minors of 16 and 17 years; two of which were employed in construction work, 94 in manufacturing and 473 in nonmanufacturing.

the results of economic systems not operating at full capacity. Full employment," said Dr. Vance, "is the goal reached only in wartime or in time of unusual prosperity."

## Women on Manufacturing Pay Rolls

A survey covering 1,117 North Carolina manufacturing firms shows that women wage earners constitute 44.6 percent of the wage earners for the month of October. In other words, out of the 241,836 workers employed, 107,856 are women.

In the eastern part of the State 178 firms reported employing 33,812 workers, 8,895 of which were women; 26.3 percent of the whole. The piedmont section with 790 firms reporting gives a total employment figure of 179,050 with 87,138—or 48.7 women. One hundred and forty-nine firms reporting from the western area give 28,974 employees, 11,823 of which are women; a percentage of 40.8.

Percentage of women wage earners was highest in the following type of manufacturing: Seamless hosiery, 72.8 percent; flat knit goods, 71.9 percent; stemmeries and redrying plants, 68.6 percent; full-fashioned hosiery, 64.9 percent; iron and steel group, 64.0 percent; paper boxes, 61.0 percent; rayon goods, 51.2 percent; tobacco products, 49.2 percent; cotton goods, 45.9 percent; woolen mills, 44.6 percent; dyeing and finishing, 36.3 percent, and food and kindred products, 31.0 percent.



# Division of Standards and Inspections

## State Inspections

During the month of October a total of 924 manufacturing, mercantile and service establishments employing a total of 20,491 workers were inspected under the provisions of the North Carolina labor laws and rules and regulations by the inspectors of the Division of Standards and Inspections.

The inspections revealed a total of 1,718 violations of the labor laws, including recommendations concerning rules and regulations of safety, health, record keeping, and other provisions of the law. Immediate compliance was secured in 1,364 cases; 763 of these were child labor violations and immediate compliance was secured in 657 cases.

The violations were as follows:

Hour law.....	33
Child labor.....	763
Time records.....	49
Drinking facilities.....	41
Sanitation.....	158
Seats.....	4
Safety Code violations.....	313
Miscellaneous.....	357

Three complaints alleging violations of the State maximum hour law and rules and regulations relating to sanitary conditions were investigated during the month. Recommendations were made in each case to correct such violations.

## Wage-Hour and Public Contracts Inspections

A total of 91 inspection cases were closed in North Carolina under the Fair Labor Standards Act and the Public Contracts Act during October and unpaid back wages amounting to \$40,090.30 were secured for 3,234 employees.

Analysis of the inspections showed that of the 84 firms covered by the wage-hour law, 35 were in compliance and 49 were violating. There were minimum wage and overtime violations in 31 firms and violations of the record-keeping requirements in 18.

Safety and health inspections were made under the Public Contracts Act in 19 cases. Of this number 13 establishments were found to be operating in compliance with the State Code and six were found to be operating in violation of the State Code. Reports indicated that ten establishments had corrected the violations found at the time of previous inspections.

In addition to the regular inspections made, two investigations were made in connection with a war assignment program with one of the Federal war agencies.

## Wage Rates in Retail Trade

During the war years the importance of retail trade as an employer of labor has been eclipsed by the dramatic increase in the industries directly connected with the production and transportation of war material, but with the public interest currently shifting to employment opportunities in a postwar world, retail trade as a prospective employer of labor assumes greater importance.

Even before the war the wage levels in retailing were generally lower than those in the manufacturing industries, and from information collected in 60 cities throughout the United States with a population of 100,000 or more, rates were somewhat lower in the South than in other regions. In Charlotte, however, hourly earnings in

selected jobs for department and clothing stores compare favorably with other cities grouped under the 100,000 and under 250,000 population.

In the spring and summer of 1943 Charlotte reported that retail furniture clerks (male) were earning an average of \$1.02 an hour; general clerks, 64 cents, and clerks in men's clothing and shoes, 63 and 54 cents, respectively. In the nonselling occupations stockmen were earning an average hourly wage of 41 cents.

Numerically, women employed as general clerks and as saleswomen in women's clothing departments, are by far the most important retail clerical group. According to Charlotte statistics they were averaging 41 cents an hour in cosmetics and toiletries; general clerks were earning an average of 39 cents, and hosiery saleswomen, 41 cents an hour.

A significant difference is found in the earnings between clerks paid on a time basis and those paid on an incentive (commission) basis. Charlotte's report gives incentive workers in furniture an hourly wage of \$1.21 and time workers, 86 cents. Hosiery saleswomen averaged 46 cents an hour on an incentive basis; 36 cents on a time basis. General clerks (female) received five cents more on an incentive than on a time basis.

As the data for most of the selected cities refer to a pay roll period in the spring and summer of 1943, it is well to bear in mind that wage rates in department and clothing stores have increased substantially since that time. A study of the trend in urban wage rates indicate that from April, 1943 to April, 1944 wage rates in retail stores as a whole have increased about 13 percent. In general higher wage increases have been reported in the regions with relatively lower wage rates. Thus, in the South wage increases have been higher than the average for the country as a whole.

## Nonagricultural Employment

The total number of employees in non-agricultural establishments in the United States increased slightly in August, rising from 38,731,000 in July to 38,741,000 in August, but decreased 2.8 percent between August, 1943 and August, 1944, according to estimates made by the United States Department of Labor, Bureau of Labor Statistics.

For North Carolina these same estimates indicate an increase in employment from 693,000 in July to 714,000 in August, or 3.0 percent. Between August, 1943 and August, 1944 employment decreased 29,000 or 3.9 percent.

Manufacturing employment in North Carolina dropped 2,000, or 0.5 percent, over the month and 22,000, or 5.7 percent, from August, 1943.

Total employment (to the nearest thousand) is estimated for North Carolina as follows:

### TOTAL NONAGRICULTURAL:

August, 1944.....	714,000
July, 1944.....	693,000
August, 1943.....	743,000

### MANUFACTURING:

August, 1944.....	362,000
July, 1944.....	364,000
August, 1943.....	384,000

## MONTHLY REPORT Veterans' Service Division

FRANK M. SASSER, Service Officer

OCTOBER, 1944

Letters written.....	1,148
Folders reviewed.....	374
Examinations secured.....	15
Hospitalizations.....	20
Personal interviews.....	636
Appearance before rating board.....	211
New cases.....	279
Old cases.....	764
Total cases.....	1,043
Pensions.....	54
Compensations.....	1
Increased benefits.....	\$ 2,223.45
Back benefits.....	\$ 3,124.22
Insurance benefits.....	\$65,000.00
Total benefits.....	\$70,347.67

## Veteran's Service Division Report, October, 1944

A total of \$70,347 in pensions, compensations and other benefits secured for the veterans and their families during the month of October was reported by the Veteran's Service Division of the State Department of Labor. This is an increase of \$29,579 over the amount received in September, raising the total benefits secured by veterans during the current calendar year to \$382,510.

The Division handled a total of 1,034 cases during the month, conducted 636 personal interviews, arranged hospitalization for 20 veterans and obtained pensions for 54 others.

In addition to the central office in Fayetteville, located in the Veteran's Administration Building, five other district offices of the Veteran's Service Division are located in Asheville, Charlotte, Greensboro, Raleigh and Greenville. These offices are prepared to render every possible assistance to all veterans in such benefits as they may be entitled to under Federal and State enactments.

## Women's Role in Industry

In a recent statement, the War Manpower Commission deplored the fact that women are showing a tendency to drop out of the labor market feeling that their contribution to production has been made. Although true of many manufacturing areas, industry in North Carolina has not, as yet, experienced this situation. Comparative figures compiled by the Statistics Division of the State Department of Labor, and based on reports taken in January, 1944 and October, 1944, show, in fact, a slight increase in the employment of women in this State.

Last January, for example, of the total workers in the iron and steel group, 63.6 percent were women; in October, 64.0 percent. A like increase was shown in various other leading industries. The machinery group: January, 11.1 percent—October, 13.8 percent. Tobacco: January, 43.6 percent—October, 49.2 percent. Knit goods (flat): January, 71.8 percent—October, 71.9 percent. Cotton goods: January, 44.1 percent—October, 45.9 percent. Furniture: January, 14.8 percent—October, 21.4 percent. Hosiery, an industry which generally employs a large percentage of women workers, reported for January, 71.0 percent and in October, 72.8 percent.

(Continued on page four)



# OCTOBER BUILDING PERMITS

Prepared by Statistical Division

## Lumberton Ahead on Town Construction Work

The 14 reporting towns with a population of less than 10,000 had authorized building construction work amounting to the total of \$55,831. Of this, \$10,396 was spent on new residential buildings; \$2,050 for nonresidents and \$43,385 for additions, alterations and repairs.

Lumberton led the other reporting towns with an authorized construction valued at \$25,850. Asheboro was second with \$10,075 and Mooresville third with \$8,370.

## Industrial Statistics Discussed

During the eight-day conference on industrial statistics held at North Carolina State College beginning November 8, speakers agreed that statistical techniques are helpful in improving the quality of both purchased materials and products, the reduction of waste, the decrease of draft rejections, and the improvement of labor efficiency and producer-consumer relations.

The conference was sponsored by the Virginia Polytechnic Institute, Duke University, the University of North Carolina, and North Carolina State College.

## Capital City Leads in Building Construction

During the month of October North Carolina spent \$567,985 on building construction throughout its 26 principal cities. This is 16.3 percent less than in September when \$678,375 worth of construction was authorized. However, 406 permits were issued in October over 374 in September and in October, 1943, a total of 436 issued permits.

Residential permits in October of this year amounted to \$20,000; nonresidential building, \$393,777, and additions, alterations and repairs, \$154,208.

Raleigh led the cities with authorized construction valued at \$182,025; Winston-Salem was second with \$124,985 and Kinston, third, with \$67,500.

## WOMEN'S ROLE IN INDUSTRY

(Continued from page three)

That North Carolina has not felt this trend of women deserting the labor market may be laid to the fact that war-producing industries are not as numerous in this State as in many other regions, and also that Southern women were slower to

## Type of October Building Construction in 26 Reporting Cities

Type of Building	Buildings for Which Permits Were Issued	
	No.	Cost
<b>RESIDENTIAL BUILDINGS:</b>		
One-family dwellings.....	16	\$ 20,000
<b>TOTAL.....</b>	<b>16</b>	<b>\$ 20,000</b>
<b>NONRESIDENTIAL BUILDINGS:</b>		
Amusement and recreation places.....	1	\$ 1,000
Factories, bakeries, ice plants, laundries and other workshops.....	3	103,200
Garages, public.....	6	3,535
Garages, private.....	19	10,660
Institutions.....	3	233,200
Office buildings, including banks.....	4	16,800
Sheds, poultry houses, contractors' temporary offices, etc.....	7	1,705
Stables and barns.....	4	1,250
Stores and other mercantile buildings	11	21,830
All other nonresidential.....	5	597
<b>TOTAL.....</b>	<b>63</b>	<b>\$393,777</b>
<b>ADDITIONS, ALTERATIONS AND REPAIRS:</b>		
Housekeeping dwellings.....	258	75,356
On nonresidential buildings.....	69	78,852
<b>TOTAL.....</b>	<b>327</b>	<b>\$154,208</b>

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES OCTOBER, 1943 AND OCTOBER, 1944

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	Oct., 1943	Oct., 1944	Percentage Change	Oct., 1943	Oct., 1944	Percentage Change
Total.....	436	406	- 6.9	\$359,786	\$567,985	+ 57.9
Residential buildings.....	22	16	-27.3	26,675	20,000	- 25.0
Nonresidential buildings.....	47	63	+34.0	184,647	393,777	+113.3
Additions, alterations and repairs.....	367	327	-10.9	148,464	154,208	+ 3.9

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES SEPTEMBER, 1944 AND OCTOBER, 1944

KIND OF CONSTRUCTION	NUMBER OF BUILDINGS			ESTIMATED COST		
	Sept., 1944	Oct., 1944	Percentage Change	Sept., 1944	Oct., 1944	Percentage Change
Total.....	374	406	+ 8.6	\$678,375	\$567,985	- 16.3
Residential buildings.....	10	16	+60.0	7,975	20,000	+150.8
Nonresidential buildings.....	55	63	+14.5	429,365	393,777	- 8.3
Additions, alterations and repairs.....	309	327	+ 5.8	241,035	154,208	- 36.0

## SUMMARY OF OCTOBER, 1944 BUILDING CONSTRUCTION WORK IN 26 PRINCIPAL CITIES OF NORTH CAROLINA Total of October, 1943, Included for Comparison

CITY	No. of BUILDINGS	PRIVATE CONSTRUCTION	NEW RESIDENTIAL BUILDINGS		NEW NONRESIDENTIAL BUILDINGS		ADDITIONS, ALTERATIONS AND REPAIRS		ESTIMATED COST OF ALL CONSTRUCTION WORK	
			ESTIMATED COST		No. FAMILIES		Oct., 1943	Oct., 1944	Oct., 1943	Oct., 1944
			Oct., 1943	Oct., 1944	Oct., 1943	Oct., 1944				
Total.....	16	\$20,000	\$26,675	\$20,000	22	16	\$184,647	\$393,777	\$148,464	\$154,208
Asheville.....	1	1,200	8,000	1,200	1	1	350	410	17,562	13,075
Burlington.....							6,026	2,572	16,736	25,087
Charlotte.....								230	5,210	1,600
Concord.....			4,000		1			7,000	5,070	3,585
Durham.....			475		1			225	275	750
Elizabeth City.....			1,800	2,300	9	5	800	12,150	4,895	2,824
Fayetteville.....	5	2,300	3,800	3,800	2			1,975	400	7,495
Gastonia.....	2	3,800	8,850		5		650	7,050	6,275	625
Greensboro.....							4,529	1,015	13,843	32,190
Greenville.....	3	2,800		2,800	3		400	2,950	250	40
Hickory.....									1,300	2,650
High Point.....							1,365	825	18,986	25,548
Kinston.....	1	500	200	500	1	1	500	67,000	1,300	20,351
Lexington.....								6,200	1,025	2,980
New Bern.....			600		1				4,095	600
Raleigh.....							4,647	177,175	1,945	4,850
Reidsville.....										
Rocky Mount.....							300	200	1,200	
Salisbury.....							1,080		6,045	450
Shelby.....							4,000	1,600	992	
Statesville.....										
Thomasville.....									200	200
Wilmington.....	1	1,300	1,250	1,300	2	1	159,350	4,900	30,288	14,359
Wilson.....	2	3,600	3,600	3,600		2	600	75	450	
Winston-Salem.....	1	4,500	1,500	4,500	1	1	50	100,225	14,217	20,260















